DOCUMENT RESUME

ED 330 848 CE 057 591

AUTHOR Crusoe, John A., Comp.
TITLE 1990 Cooperative Education Student Employee Salary & Benefits Survey. Midwest Region.
INSTITUTION Wayne State Univ., Detroit, MI. Div. of Student Affairs.
PUB DATE 1 Feb 91
NOTE 63p.; Sponsored by the Dow Chemical Company.
AVAILABLE FROM Wayne State University Placement Services, 650 West Kirby, Detroit, MI 48202 ($15.00).
PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110)

EDRS PRICE MF01/PC03 Plus Postage.
DESCRIPTORS Associate Degrees; Bachelors Degrees; *Cooperative Education; *Fringe Benefits; Higher Education; *Salaries; *Student Employment; *Surveys
IDENTIFIERS Illinois; Indiana; Iowa; Kentucky; Michigan; Minnesota; Missouri; Ohio; *United States (Midwest); Wisconsin

ABSTRACT

This cooperative education survey of student employee salaries and benefits supplies information to educational practitioners throughout the Midwest interested in providing their student employees with reasonable and fair remuneration for their work. Two survey questionnaires were used, one for bachelors' degree programs and another for associate degree programs. Of the 3,785 surveys sent to employers by participating colleges, 477 usable surveys were returned. The salary tables in this document are arranged in the following groups: (1) Midwest region bachelors' degree level; (2) Midwest region associate degree level; (3) Midwest bachelors' level regional comparisons; (4) comparative ranking of benefits--region versus state; (5) state summaries of bachelors' level salaries and benefits; and (6) additional benefits provided by some employers. The document concludes with a list of colleges and universities from Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin supporting the survey. (NLA)

**********
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
**********

ED330848

# 1990
# Cooperative Education
# Student Employee
# Salary & Benefits Survey

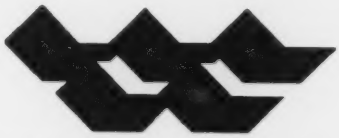
## Midwest Region

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.



Wayne State University

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

J. Crusoe

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

**Compiled by John A. Crusoe**
**Cooperative Education Research Program**

**Supported By The Dow Chemical Company**

BEST COPY AVAILABLE

# 1990
# COOPERATIVE EDUCATION
# STUDENT EMPLOYEE
# SALARY AND BENEFITS SURVEY
# MIDWEST REGION

Compiled by

John A. Crusoe
Director
University Placement Services
Division of Student Affairs
Wayne State University
656 W. Kirby
Detroit, Michigan 48202
(313) 577-3390
(313) 577-4995 FAX

© February 1, 1991
Cooperative Education Research Program
Wayne State University

Price $15.00

WAYNE STATE UNIVERSITY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER.

# TABLE OF CONTENTS


Introduction

- Cooperative Education Salary Structure . . . . . 1
- Conclusions and Observations . . . . . 2
- Chart Interpretation . . . . . 2
- Scope and Nature of the Survey . . . . . 3

Midwest Region Bachelors Degree Level

- Salaries by Major . . . . . 6
- Salaries by Employer Type . . . . . 7
- Benefits by Major . . . . . 8
- Salaries by Employer Type - First Work Assignment . . . . . 9
- Salaries by Employer Type - Final Work Assignment . . . . . 10
- Salaries by Employer Type - New College Graduate . . . . . 11
- Benefits by Employer Type . . . . . 12

Midwest Region Associates Degree Level

- Salaries by Major . . . . . 13
- Salaries by Employer Type . . . . . 14
- Benefits by Major . . . . . 15
- Salaries by Employer Type - First Work Assignment . . . . . 16
- Salaries by Employer Type - Final Work Assignment . . . . . 17
- Salaries by Employer Type - New Community/Junior College Graduate . 18
- Benefits by Employer Type . . . . . 19

Midwest Bachelors level Regional Comparisons

- Regional vs. State Salary Comparison . . . . . 20
- 1990 vs. 1989 Regional Salary Comparison . . . . . 21

Comparative Ranking of Benefits - Region vs. State . . . . . 22

State Summaries of Bachelors Level Salaries and Benefits

- Illinois . . . . . 23
- Indiana . . . . . 25
- Iowa & Missouri . . . . . 27
- Kentucky . . . . . 29
- Michigan . . . . . 31
- Minnesota & Wisconsin . . . . . 33
- Ohio . . . . . 35

Additional Benefits Provided by Some Employers . . . . . 37

Colleges & Universities Supporting the Survey . . . . . 38

# COOPERATIVE EDUCATION SALARY & BENEFITS SURVEY
# MIDWEST REGION

A Study of Salaries and Benefits Paid to Cooperative
Education Student Employees During 1990

During the past twenty years, Cooperative Education, as practiced within colleges, universities, and community colleges, has grown rapidly as a widely accepted methodology for improving the quality of higher education. In this context, it has provided an extended, organized learning experience by integrating periods of traditional classroom theoretical study with periods of practical, professional, paid work experience in business, industry, government, and social service agencies.

It continues to be apparent to cooperative education practitioners, both employers and academicians, that more and better information is required to effectively manage their programs. Employers state that local and regional information regarding salaries and benefits paid to cooperative education student employees is essential in formulating their plans to provide their student employees with reasonable and fair remuneration for their work.

This study marks the sixth successive time it has been conducted in the Midwest. The support for this project has been fully provided by the Dow Chemical Company and Wayne State University.

## Cooperative Education Salary Structure

Employers who may be in the process of establishing or revising salary schedules for cooperative education student employees will generally relate their salary structure to the rates which they offer to new college graduates.

Following are the entry and final salaries paid cooperative education student employees as a percentage of the average salaries paid to new graduates:

| | | 1st Salary (Entry) | Spread | Final Salary |
|---|---|---|---|---|
| Engineering | (4 yr) | 58% | 15% | 73% |
| Engineering | (2 yr) | 65 | 15 | 80 |
| Accounting | (4 yr) | 63 | 14 | 77 |
| Business | (4 yr) | 62 | 15 | 77 |
| Business | (2 yr) | 70 | 17 | 87 |
| Humanities & Soc. Sci. | (4 yr) | 68 | 15 | 83 |
| Sciences | (4 yr) | 60 | 17 | 77 |
| Architecture | (4/5 yr) | 62 | 15 | 77 |
| Nursing & Allied Health | (4 yr) | 61 | 18 | 79 |

An employer who starts four-year students during their freshman year would tend to use a greater spread with a somewhat lower entry percentage.

**Conclusions & Observations**

It is believed that the user will be able to rapidly find the information that is required from the various charts. However, your attention is called to these observations and conclusions based upon the data:

- Entry salaries for four year engineering, accounting, business, humanities and social sciences, and sciences students increased 7.9%, 1.5%, 4.2%, 2.3% and 10.6% respectively during the past year.
- Entry salaries for two year engineering, business, medical/nursing, and graphic/comm. art increased 3.0%, 9.5%, 21.9%, and 14.8% respectively during the past year.
- Michigan employers paid the highest salaries to students while Iowa/Missouri employers paid the lowest.
- Indiana employers paid the highest salaries to new graduates while Iowa/Missouri employers paid the lowest.
- Employers who simultaneously hire various engineering disciplines tend to pay them the same rates while they are cooperative education students and then, vary the rates by discipline when hiring graduates.
- Employers of bachelors degree level students tend to provide them with more benefits more often than do employers of associates degree level students.
- Glass/Paper/Packaging Products employers provided the most benefits to bachelors degree level students while Banking/Finance/Insurance employers provided the most benefits to Associates degree level students. Among identified employer groupings the least benefits were provided by Local/State Governments and Research/Consulting Organizations respectively.
- Relative to entry level salaries paid to bachelors degree level students, Chemicals/Drugs/Allied Products employers were the highest and Non-Profit/Educ. Orgs. were the lowest. For Associates degree level students, Automotive/ Mechanical Equipment employers were the highest and Food/ Beverage Processing employers were the lowest.

**Chart Interpretation**

In order to help the reader understand the statistics and data provided in the charts, the following should be noted:

- Average monthly first salary is the entry salary rate for a cooperative education student, whether that student is a freshman, sophomore, or junior. Most Midwest

programs start bachelors degree level students toward the end of the sophomore year or at the start of the junior year.

- Average monthly final salary is the last salary rate paid for the student's last work assignment before graduation: usually as a senior for bachelors degree level students and as a sophomore for associates degree level students.
- The median is provided to give the reader some understanding of how the sample relates to a normal curve.
- Small sample sizes may be somewhat reliable since they represent employer responses rather than individual student responses.
- When comparing the monthly salary paid a new graduate with similar data from other sources, it should be noted that many surveys of salaries paid new graduates are based on offers to individual students, and tend to be skewed toward the high end, since the top graduates often receive and report multiple offers. This survey appears to fairly evenly represent the salaries actually given to those who are in the top fifty percent of their class rather than the top ten to twenty percent of their class.

**Scope and Nature of the Survey**

The survey format has been developed and revised during the past decade of use. Revision has been based upon analysis of employer input and upon comments which were received from many users. Two similar but separate questionnaires are used, one for bachelors degree level programs and another for associates degree level programs.

College cooperative education program directors from throughout the Midwest were selected to provide a geographic mix as well as to reflect a reasonable sample of both two-year and four-year colleges. They were asked to distribute the survey questionnaires to the employers of their cooperative education students in a manner which tended to ensure full coverage and to minimize overlap. The colleges were specifically asked to select employers who best reflected their own specific geographic location. In March of 1990, 121 college cooperative education program directors received 3,630 survey questionnaires, personalized cover/instructional letters, and return envelopes to forward to the employers they had selected to participate in the survey.

Until as late as August 1989, surveys were still being returned to Wayne State University. Following are the distribution and response statistics:

**By Region**

| | |
|---|---|
| Total surveys sent to participating colleges | 3,785 |
| Number of surveys sent to two year colleges | 865 |
| Number of surveys sent to four year colleges | 2,920 |
| Surveys estimated to have been sent to employer | 1,669 |
| Total number of completed surveys received | 495 |

Response rate – based upon estimated distribution . . . . . 29.7%
Response rate – based upon planned distribution . . . . . 13.1%

Total number of useable surveys returned . . . . . .477
Percentage of employers surveyed who employ only Bachelors degree students . . . . . 71.9%
Percentage of employers surveyed who employ only Associates degree students . . . . . 8.8%
Percentage of employers surveyed who employ both Bachelors and Associates degree students . . . . . 19.3%

Total unusable surveys . . . . . 18
Number lacking state identification or out-of-area . . . . . 16
Number lacking useable information . . . . . 2

**By State**

| | Number of Colleges Participating | Surveys Provided to Colleges | Estimated* Surveys Sent to Employers | | Surveys Surveys Returned by Employers | Estimated Response Rate | % of Total Returns |
|---|---|---|---|---|---|---|---|
| Illinois | 19 | 435 | 183 | 42% | 51 | 27.9 | 10.7% |
| Indiana | 13 | 505 | 152 | 30 | 44 | 28.9 | 9.2 |
| Iowa | 10 | 300 | 66 | 22 | 14 | 21.2 | 2.9 |
| Kentucky | 15 | 215 | 135 | 63 | 19 | 14.1 | 4.0 |
| Michigan | 15 | 775 | 333 | 43 | 110 | 33.0 | 23.1 |
| Minnesota | 11 | 135 | 41 | 30 | 16 | 39.0 | 3.4 |
| Missouri | 9 | 275 | 127 | 46 | 39 | 30.7 | 8.2 |
| Ohio | 16 | 805 | 547 | 68 | 159 | 29.1 | 33.3 |
| Wisconsin | 13 | 340 | 85 | 25 | 25 | 29.4 | 5.2 |
| TOTAL | 121 | 3,785 | 1,669 | | 477 | | 100% |

* Percentage based on a 1987 follow-up study, except for Missouri, which was added in 1988 and which has been assigned the overall average.

Although by application of information gathered through a previous follow-up study it was estimated that slightly under half of the 1990 survey questionnaires were sent to employers, it was felt that more might actually have been sent out. Also, although it was attempted to select colleges representing geographical separation in each state, some employers undoubtedly were contacted with two or more survey questionnaires. It appears that from inspection of the returned surveys that employers who were contacted more than once tended to return only one of the surveys. It also appears that large employers with multiple work locations were not a significant factor which might have skewed the data.

In 1990, a combined survey questionnaire requesting both bachelors and associates degree level data was sent to employers by two-year and four-year colleges. Of the survey questionnaires, 22.9% were provided to and sent out by associates degree granting colleges. Of the useable surveys returned, 24.3% were from employers who employed associates degree level cooperative education students. It was interesting to note that 19.3% of the employers indicated that they employ both bachelors degree level and associates degree

level students in their programs. If the data from these employers were excluded from consideration then the return rate of useable surveys returned from employers of associates degree level students would have been only 8.8% of the total returns. This seems to indicate that employers seem more likely to employ both associate degree level and bachelor degree level students in their cooperative education programs than to employ only associates degree level students. This may indicate a weakness either in the methodology used to gather this data or a general lack of strength of cooperative education in two-year associates degree granting colleges in the Midwest. Further investigation and assessment would certainly be desirable.

The overall response from Ohio and Michigan employers was exceptionally high, with Ohio showing a 20% increase over 1989. The response from Missouri employers increased by 18%. Other states' response rates remained much the same as in the previous year with the exception of Iowa which declined 42%.

**Summary**

It is hoped that this survey provides useful information to cooperative education practitioners througnout the Midwest, and that those cooperative education employers and college program directors who participated in this project will continue their high level of support in the future. Special thanks are given to the Dow Chemical Company which provided significant financial support for this project as a service to the professional field of cooperative education.

Special thanks: Alan Moen – computer programming and processing. Charles Alexander – chart/text layout and typography. Christine Tyler – letter/form mailing, and follow-up. Wendy Crusoe and Mary Brill – proofreading. Hal Cruger – financial and moral support. Without their help, this survey could not have been produced.

John A. Crusoe
Cooperative Education Research Program
Wayne State University
Detroit, February 1991

## MIDWEST REGION*
## 1990 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
### BACHELORS DEGREE LEVEL

| Curriculum | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average** Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| **Business** | | | | | | | | | |
| All Business | $1254 | $1252 | (321) | $1544 | $1535 | (287) | $2007 | $2049 | (274) |
| Accounting | 1248 | 1245 | (98) | 1525 | 1505 | (87) | 1990 | 2058 | (89) |
| Banking & Finance | 1233 | 1280 | (47) | 1499 | 1495 | (41) | 2031 | 2087 | (36) |
| Management | 1220 | 1214 | (57) | 1498 | 1498 | (50) | 1918 | 1917 | (51) |
| Management Info. Sys. | 1367 | 1333 | (61) | 1690 | 1670 | (57) | 2145 | 2188 | (50) |
| Marketing | 1197 | 1195 | (58) | 1493 | 1506 | (52) | 1974 | 2000 | (48) |
| **Humanities & Social Sci.** | | | | | | | | | |
| All H & SS | 1086 | 1086 | (56) | 1329 | 1327 | (49) | 1603 | 1490 | (43) |
| Humanities | 1074 | 1086 | (29) | 1276 | 1300 | (26) | 1562 | 1481 | (22) |
| Social Sciences | 1098 | 1086 | (27) | 1388 | 1358 | (23) | 1645 | 1500 | (21) |
| **Sciences** | | | | | | | | | |
| All Sciences | 1356 | 1392 | (174) | 1733 | 1780 | (162) | 2262 | 2333 | (131) |
| Agriculture | 1281 | 1408 | (8) | 1591 | 1824 | (7) | 2199 | 2433 | (5) |
| Biological | 1321 | 1403 | (13) | 1751 | 1852 | (12) | 2431 | 2500 | (7) |
| Computer Science | 1362 | 1376 | (81) | 1693 | 1720 | (75) | 2203 | 2288 | (62) |
| Chemistry | 1363 | 1403 | (39) | 1778 | 1823 | (37) | 2305 | 2369 | (32) |
| Mathematics | 1336 | 1386 | (19) | 1741 | 1734 | (18) | 2265 | 2271 | (16) |
| Physics | 1400 | 1438 | (14) | 1887 | 1974 | (13) | 2419 | 2433 | (9) |
| **Engineering** | | | | | | | | | |
| All Engineering | 1449 | 1468 | (591) | 1823 | 1839 | (549) | 2513 | 2550 | (508) |
| Chemical | 1521 | 1548 | (78) | 1935 | 1978 | (72) | 2695 | 2750 | (67) |
| Civil | 1381 | 1365 | (71) | 1717 | 1700 | (67) | 2313 | 2260 | (60) |
| Elec., Electron. & Comp. Engineering | 1504 | 1510 | (132) | 1870 | 1900 | (121) | 2577 | 2625 | (115) |
| Industrial | 1447 | 1483 | (77) | 1840 | 1868 | (76) | 2495 | 2592 | (64) |
| Mechanical | 1446 | 1481 | (178) | 1820 | 1823 | (163) | 2542 | 2583 | (157) |
| Engineering Technology | 1310 | 1320 | (55) | 1674 | 1683 | (50) | 2275 | 2333 | (45) |
| **Other** | | | | | | | | | |
| Architecture | 1130 | 1120 | (25) | 1395 | 1388 | (22) | 1821 | 1718 | (18) |
| Economics | 1229 | 1285 | (11) | 1577 | 1528 | (10) | 2066 | 2087 | (8) |
| Nursing & Allied Health | 1156 | 1257 | (9) | 1516 | 1506 | (8) | 1908 | 1990 | (6) |
| Criminal Justice | 1231 | 1204 | (7) | 1503 | 1495 | (5) | 1745 | 1672 | (4) |

* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

** Where prior work experience is not a consideration

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 1254 | $1252 | (321) | 50th Percentile |

# MIDWEST REGION
# COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
SALARIES OFFERED BY EMPLOYER TYPE FOR ALL MAJORS

**BACHELORS DEGREE LEVEL**

**1990**

| Employer Product or Service | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average* Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| Accounting Public | $1413 | $1441 | (19) | $1645 | $1879 | (17) | $2097 | $2200 | (22) |
| Banking, Finance & Insurance | 1294 | 1320 | (41) | 1577 | 1376 | (30) | 1923 | 1896 | (42) |
| Merchan. & Svcs. | 1206 | 1204 | (80) | 1416 | 1342 | (76) | 1825 | 1701 | (70) |
| Aerospace, Elec. & Business Equip. | 1470 | 1471 | (76) | 1865 | 1896 | (66) | 2477 | 2500 | (64) |
| Automotive & Mechanical Equipment | 1423 | 1456 | (311) | 1869 | 1860 | (283) | 2464 | 2500 | (247) |
| Bldg. Materials Mfrg. & Constr. | 1224 | 1187 | (25) | 1562 | 1524 | (24) | 2159 | 2167 | (22) |
| Chemicals, Drugs & Allied Prod. | 1524 | 1548 | (98) | 1946 | 2064 | (90) | 2578 | 2587 | (78) |
| Elec. Machinery & Equipment | 1386 | 1376 | (90) | 1753 | 1634 | (87) | 2307 | 2333 | (65) |
| Food & Beverage Processing | 1170 | 1204 | (19) | 1640 | 1800 | (51) | 2407 | 2542 | (12) |
| Glass, Paper, Packaging & Prod. | 1265 | 1204 | (53) | 1640 | 1680 | (51) | 2371 | 2342 | (46) |
| Metals & Metal Products | 1308 | 1348 | (90) | 1644 | 1628 | (88) | 2378 | 2363 | (72) |
| Petroleum & Prod. (incl. Natural Gas) | 1755 | 1825 | (24) | 2048 | 2045 | (21) | 2697 | 2850 | (23) |
| Research/Consult. Organizations | 1281 | 1253 | (80) | 1551 | 1582 | (64) | 2133 | 2170 | (71) |
| Tire & Rubber | - | - | (-) | - | - | (-) | - | - | (-) |
| Utilities - Public (incl. Transport.) | 1356 | 1328 | (88) | 1590 | 1532 | (82) | 2300 | 2333 | (77) |
| Government - Federal | 1213 | 1211 | (27) | 1360 | 1358 | (26) | 1738 | 1683 | (26) |
| Government - Local & State | 1104 | 1089 | (34) | 1281 | 1296 | (33) | 1967 | 2013 | (24) |
| Non-Profit & Educ. Organizations | 1034 | 1084 | (26) | 1262 | 1224 | (24) | 1596 | 1500 | (19) |
| Other | 1032 | 1015 | (18) | 1185 | 1135 | (15) | 1504 | 1600 | (17) |

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 1413 | $1441 | (19) | 50th Percentile |

# MIDWEST*
# 1990
## BACHELORS DEGREE LEVEL STUDENTS
### Benefits Provided to Cooperative Education Student Employees by Employers

| Percentage and Number of Employers Offering Each Benefit | Business | Humanities | Social Sciences | Sciences | Engineering | Others*** | 1990 All Bachelors | 1990 Rank Order | 1989 All Bachelors | 1989 Rank Order |
|---|---|---|---|---|---|---|---|---|---|---|
| Life Insurance | 35.1%<br>60** | 34.5%<br>10 | 34.5%<br>10 | 29.1%<br>30 | 32.0%<br>86 | 21.3%<br>10 | 31.8%<br>206 | 10 | 34.9<br>230 | 8 |
| Medical Hospitalization Insurance | 39.8<br>68 | 41.4<br>12 | 44.8<br>13 | 35.0<br>36 | 37.9<br>102 | 29.8<br>14 | 37.8<br>245 | 5 | 41.0<br>270 | 4 |
| Dental Insurance | 23.4<br>40 | 17.2<br>5 | 20.7<br>6 | 18.4<br>19 | 23.0<br>62 | 14.9<br>7 | 21.5<br>139 | 14 | 22.6<br>149 | 13 |
| Vision Plan | 9.9<br>17 | 3.4<br>1 | 6.9<br>2 | 9.7<br>10 | 10.4<br>11 | 8.5<br>4 | 8.9<br>45 | 20 | 7.9<br>52 | 19 |
| Paid Vacation | 38.0<br>65 | 37.9<br>11 | 37.9<br>11 | 33.0<br>34 | 30.5<br>82 | 25.5<br>12 | 33.2<br>215 | 8 | 24.1<br>189 | 12 |
| Paid Sick Days | 39.8<br>68 | 31.0<br>9 | 31.0<br>9 | 44.7<br>46 | 41.0<br>110 | 46.8<br>22 | 40.7<br>264 | 4 | 48.3<br>318 | 3 |
| Retirement Credit | 32.2<br>55 | 37.9<br>11 | 41.4<br>12 | 35.9<br>37 | 35.3<br>95 | 21.3<br>10 | 34.0<br>220 | 7 | 40.2<br>265 | 5 |
| Seniority | 22.8<br>39 | 27.6<br>8 | 27.6<br>8 | 30.1<br>21 | 29.1<br>78 | 10.6<br>5 | 24.5<br>159 | 12 | 31.1<br>205 | 10 |
| Longevity | 12.9<br>22 | 13.8<br>4 | 13.8<br>4 | 17.5<br>18 | 13.8<br>37 | 17.0<br>8 | 14.4<br>93 | 16 | 14.7<br>97 | 16 |
| Paid Holidays | 69.0<br>118 | 51.7<br>15 | 55.2<br>16 | 78.6<br>81 | 78.0<br>210 | 61.7<br>29 | 72.4<br>469 | 1 | 70.4<br>464 | 1 |
| Paid Days Off (Funeral, Personal, & Military) | 35.4<br>61 | 34.5<br>10 | 37.9<br>11 | 35.0<br>36 | 39.9<br>107 | 29.8<br>14 | 36.9<br>239 | 6 | 31.7<br>209 | 9 |
| Subsidized Housing and/or Meals | 8.2<br>14 | 10.3<br>3 | 10.3<br>3 | 10.7<br>11 | 8.9<br>24 | 2.1<br>1 | 8.6<br>56 | 19 | 7.7<br>51 | 20 |
| Products/ Services Discount | 25.1<br>43 | 27.6<br>8 | 24.1<br>7 | 23.3<br>24 | 21.2<br>57 | 8.5<br>4 | 22.1<br>143 | 13 | 20.9<br>138 | 14 |
| Handicapped Worker Accomodation | 30.4<br>52 | 27.6<br>8 | 37.9<br>11 | 41.7<br>43 | 32.0<br>86 | 19.1<br>9 | 32.3<br>209 | 8 | 37.3<br>246 | 7 |
| Business Travel Expenses | 58.1<br>12 | 44.8<br>13 | 55.2<br>16 | 67.0<br>69 | 65.7<br>177 | 55.3<br>26 | 48.3<br>313 | 2 | 57.8<br>381 | 2 |
| Profit Sharing | 21.1<br>36 | 13.8<br>4 | 13.8<br>4 | 21.4<br>22 | 17.8<br>48 | 10.6<br>5 | 18.4<br>119 | 15 | 15.0<br>99 | 15 |
| Stock Options | 9.9<br>17 | 17.2<br>5 | 17.2<br>5 | 9.7<br>10 | 9.0<br>22 | 8.5<br>4 | 9.7<br>63 | 18 | 8.0<br>53 | 18 |
| Tuition Aid During School Periods | 15.8<br>27 | 6.9<br>2 | 10.3<br>3 | 14.6<br>15 | 13.8<br>37 | 4.3<br>2 | 13.3<br>86 | 17 | 10.3<br>68 | 17 |
| Travel Expenses to/from Job Location | 19.9<br>34 | 10.3<br>3 | 13.8<br>4 | 29.1<br>30 | 30.1<br>81 | 17.0<br>8 | 24.7<br>160 | 11 | 25.2<br>166 | 11 |
| Interview Travel Expenses for out-of-town Co-op Students | 38.6<br>66 | 27.6<br>8 | 31.0<br>9 | 55.3<br>57 | 54.1<br>146 | 23.4<br>11 | 45.8<br>297 | 3 | 39.0<br>257 | 6 |
| | 171 | 29 | 29 | 103 | 269 | 47 | 648 | | 659 | |

* Includes the following Midwestern States: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin

** Number of useable employer responses

*** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice, and Law Enforcement



BEST COPY AVAILABLE

# MIDWEST REGION
# COOPERATIVE EDUCATION SALARY SURVEY
## Summary by Employer's Products or Services
## 1990 - Bachelors Degree Level
Salaries Paid to Students on Their First Work Assignment

| Employer Type of Product or Service | Acctg. | Banking and Finance | Mgt. | Mgt. Info. Systems | Mktg. | Humanities | Social Services | Agriculture Sciences | Biolgcal. Science | Computer Science | Chemsty. | Math. | Physics | Chem. Engrg. | Civil Engrg. | Elect/Electronic/Comp. Engrg. | Industl. Engrg. | Mechanl. Engrg. | Engrg. Techgy. | Architect. | Economcs. | Nursing & Allied Health | Criminal Justice |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| -Accounting Public | $1375<br>10 | $1226<br>1 | $-<br>- | $1226<br>1 | $-<br>- | $-<br>- | $-<br>- | $-<br>- | $-<br>- | $1441<br>1 | $1441<br>1 | $-<br>- | $-<br>- | $1441<br>1 | $-<br>- | $1441<br>1 | $1441<br>1 | $1441<br>1 | $-<br>- | $-<br>- | $-<br>- | $-<br>- | $-<br>- |
| -Banking, Fin/Insur. | 1279<br>7 | 1128<br>11 | 1297<br>4 | 1623<br>5 | 1104<br>4 | 1378<br>1 | 1184<br>2 | -<br>- | -<br>- | 1513<br>2 | -<br>- | 1213<br>2 | -<br>- | -<br>- | -<br>- | 1808<br>1 | 1548<br>1 | -<br>- | 1427<br>1 | -<br>- | -<br>- | -<br>- | -<br>- |
| -Merchand. Services | 1030<br>7 | 1262<br>3 | 1134<br>10 | 1379<br>6 | 1044<br>8 | 926<br>5 | 1097<br>3 | 946<br>1 | -<br>- | 1413<br>11 | 1300<br>1 | -<br>- | -<br>- | 1515<br>2 | 1387<br>1 | 1390<br>6 | 1380<br>2 | 1414<br>5 | 1167<br>2 | 1177<br>3 | -<br>- | -<br>- | -<br>- |
| -Aero/Elec & Bus. Equi. | 1327<br>8 | 1290<br>1 | 1278<br>2 | 1398<br>5 | 1670<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | 1474<br>8 | 1739<br>1 | -<br>- | -<br>- | 1471<br>2 | 1480<br>1 | 1535<br>18 | 1509<br>6 | 1503<br>17 | 1298<br>3 | -<br>- | -<br>- | -<br>- | -<br>- |
| -Auto/Mech. Equipment | 1342<br>19 | 1343<br>12 | 1257<br>13 | 1402<br>12 | 1340<br>14 | 1321<br>6 | 1301<br>7 | 1326<br>5 | 1345<br>6 | 1446<br>14 | 1406<br>10 | 1391<br>8 | 1412<br>8 | 1520<br>15 | 1522<br>10 | 1551<br>22 | 1506<br>23 | 1480<br>37 | 1426<br>11 | 1256<br>4 | 1241<br>5 | 1256<br>4 | 1256<br>4 |
| -Building Mat. Mfrs. & Constr. | 1181<br>3 | -<br>- | 1131<br>2 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 1345<br>7 | -<br>- | 1126<br>1 | 1386<br>4 | 1075<br>5 | 1098<br>2 | -<br>- | -<br>- | -<br>- |
| -Chem/Drug All. Prod | 1287<br>4 | 1329<br>2 | 1276<br>2 | 1491<br>3 | 1489<br>3 | -<br>- | -<br>- | 1900<br>1 | 1483<br>3 | 1512<br>8 | 1348<br>11 | 1595<br>2 | 1595<br>2 | 1583<br>13 | 1755<br>2 | 1681<br>8 | 1616<br>5 | 1539<br>13 | 1519<br>4 | -<br>- | 1285<br>1 | -<br>- | -<br>- |
| -Elec. Mach. & Equip. | 1282<br>5 | 952<br>1 | 1194<br>4 | 1319<br>5 | 1249<br>3 | -<br>- | -<br>- | -<br>- | 1403<br>1 | 1343<br>7 | 1227<br>2 | -<br>- | 1436<br>1 | 1499<br>5 | 1235<br>1 | 1488<br>18 | 1477<br>7 | 1404<br>18 | 1407<br>6 | -<br>- | 952<br>1 | -<br>- | -<br>- |
| -Food/Bever. Processing | 900<br>1 | -<br>- | 1045<br>2 | -<br>- | 1000<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | 700<br>1 | 800<br>1 | -<br>- | -<br>- | 1549<br>2 | 1625<br>1 | 1271<br>3 | 1194<br>2 | 1506<br>2 | 800<br>1 | -<br>- | -<br>- | 800<br>1 | 1204<br>1 |
| -Glass/Paper Packgng/Prd | 1038<br>3 | 1082<br>2 | 1231<br>3 | 1392<br>2 | 1077<br>3 | -<br>- | -<br>- | -<br>- | -<br>- | 1634<br>1 | 1323<br>3 | 1150<br>1 | 1150<br>1 | 1430<br>4 | 1150<br>1 | 1408<br>7 | 1133<br>5 | 1323<br>11 | 1192<br>4 | -<br>- | -<br>- | -<br>- | -<br>- |
| -Metals & Metal Prod. | 1198<br>6 | 1248<br>3 | 1289<br>4 | 1322<br>6 | 1314<br>3 | 1086<br>1 | 1086<br>1 | -<br>- | -<br>- | 1229<br>5 | 1307<br>2 | 1086<br>1 | 1086<br>1 | 1483<br>8 | 1367<br>3 | 1320<br>7 | 1395<br>9 | 1325<br>23 | 1183<br>6 | -<br>- | -<br>- | -<br>- | -<br>- |
| -Petro. (Inc. Nat. Gas) | 1650<br>1 | -<br>- | -<br>- | 1525<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 1567<br>4 | 1869<br>1 | -<br>- | -<br>- | 1825<br>5 | 1711<br>3 | 1834<br>4 | -<br>- | 1841<br>5 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- |
| -Research, Con. Org. | 1374<br>2 | 1118<br>1 | 998<br>1 | 1720<br>1 | 907<br>4 | 700<br>1 | 700<br>1 | -<br>- | -<br>- | 1043<br>4 | 1331<br>3 | 1077<br>2 | -<br>- | 1482<br>6 | 1310<br>19 | 1451<br>10 | 1177<br>3 | 1351<br>12 | 1281<br>4 | 1209<br>5 | -<br>- | -<br>- | -<br>- |
| -Tire & Rubber | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- |
| -Utilities - Public | 1211<br>8 | 1268<br>7 | 1267<br>6 | 1213<br>8 | 1263<br>7 | 1260<br>2 | 1200<br>1 | -<br>- | -<br>- | 1237<br>6 | 903<br>1 | 1401<br>2 | -<br>- | 1555<br>3 | 1440<br>5 | 1464<br>9 | 1526<br>6 | 1524<br>6 | 1521<br>3 | -<br>- | 1324<br>2 | 1257<br>1 | -<br>- |
| -Government - Federal | 1160<br>5 | -<br>- | 1213<br>3 | 1215<br>2 | -<br>- | 1214<br>1 | 1214<br>1 | -<br>- | -<br>- | 1180<br>4 | -<br>- | -<br>- | -<br>- | 1089<br>2 | 1550<br>2 | 1211<br>1 | -<br>- | 1211<br>1 | 1211<br>1 | -<br>- | 1215<br>2 | -<br>- | 1200<br>1 |
| -Gov't - Local & State | 889<br>2 | 1089<br>1 | -<br>- | 1147<br>2 | -<br>- | -<br>- | 894<br>3 | 774<br>1 | 932<br>2 | 1061<br>2 | 950<br>1 | -<br>- | -<br>- | 1084<br>1 | 1088<br>11 | 1200<br>1 | -<br>- | 1145<br>2 | 1293<br>2 | 1032<br>1 | -<br>- | -<br>- | -<br>- |
| -Non-Profit Educ. Org. | 1012<br>2 | -<br>- | -<br>- | -<br>- | 902<br>3 | 1025<br>6 | 958<br>6 | -<br>- | -<br>- | 800<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 1400<br>1 | 1300<br>1 | -<br>- | -<br>- | 1104<br>3 | 1187<br>1 |
| -Others, i.e., Architecture | -<br>- | -<br>- | -<br>- | -<br>- | 875<br>1 | 942<br>3 | 918<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 1025<br>9 | -<br>- | -<br>- | -<br>- |

Arrangement of Data
$1375 Mean
10 # of Employers

# MIDWEST REGION
# COOPERATIVE EDUCATION SALARY SURVEY
## Summary by Employer's Products or Services
## 1990 - Bachelors Degree Level
Salaries Paid to Students on Their Final Work Assignment

| Employer Type of Product or Service | Acctg. | Banking and Finance | Mgt. | Mgt. Info. Systems | Mktg. | Humanities | Social Services | Agriculture Sciences | Biolgcal. Science | Computer Science | Chemsty. | Math. | Physics | Chem. Engrg. | Civil Engrg. | Elect/Electronic/Comp. Engrg. | Industl. Engrg. | Mechanl. Engrg. | Engrg. Techgy. | Architect. | Economcs. | Nursing & Allied Health | Criminal Justice |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| -Accounting Public | $1460 | $1505 | $— | $1505 | $— | $— | $— | $— | $— | $1879 | $1879 | $— | $— | $1879 | $— | $1879 | $1879 | $1879 | $— | $— | $- | $— | $— |
| | 10 | 1 | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - | 1 | 1 | 1 | - | - | - | - | - |
| -Banking, Fin/Insur. | 1801 | 1295 | 1550 | 2147 | 1293 | 1378 | 1293 | - | - | 2084 | - | 1525 | - | - | - | 2084 | 2084 | - | - | - | - | - | - |
| | 5 | 8 | 3 | 3 | 2 | 1 | 2 | - | - | 1 | - | 2 | - | - | - | 1 | 1 | - | - | - | - | - | - |
| -Merchand. Services | 1300 | 1454 | 1268 | 1871 | 1218 | 952 | 1238 | 948 | - | 1873 | 2080 | - | - | 1714 | 1820 | 1689 | 1578 | 1710 | 1383 | 1413 | - | - | - |
| | 6 | 2 | 8 | 6 | 7 | 6 | 2 | 1 | - | 10 | 1 | - | - | 2 | 1 | 8 | 2 | 5 | 2 | 2 | - | - | - |
| -Aero/Elec & Bus. Equi. | 1649 | 1462 | 1914 | 1821 | 1670 | - | - | - | - | 1884 | 2000 | - | - | 1900 | 2080 | 1931 | 1954 | 1913 | 1837 | - | - | - | - |
| | 8 | 1 | 2 | 4 | 1 | - | - | - | - | 7 | 1 | - | - | 2 | 1 | 16 | 7 | 14 | 2 | - | - | - | - |
| -Auto/Mech. Equipment | 1654 | 1650 | 1653 | 1727 | 1744 | 1731 | 1731 | 1806 | 1868 | 1777 | 1838 | 1877 | 1877 | 2006 | 2018 | 1987 | 1957 | 1913 | 1913 | 1708 | 1708 | 1708 | 1708 |
| | 17 | 10 | 9 | 10 | 12 | 5 | 5 | 4 | 5 | 13 | 8 | 8 | 8 | 10 | 8 | 22 | 19 | 31 | 9 | 3 | 3 | 3 | 3 |
| -Building Mat. Mfrs. & Constr. | 1325 | - | 1445 | - | - | - | - | - | - | - | - | - | - | 1887 | - | 1733 | 1611 | 1405 | 1538 | - | - | - | - |
| | 3 | - | 2 | - | - | - | - | - | - | - | - | - | - | 5 | - | 1 | 4 | 3 | 2 | - | - | - | - |
| -Chem/Drug All. Prod | 1792 | 1813 | 1300 | 2049 | 1884 | - | - | 2200 | 1807 | 1981 | 1772 | 1980 | 1980 | 2043 | 2178 | 2080 | 1938 | 1993 | 2098 | - | 1725 | - | - |
| | 3 | 2 | 1 | 3 | 4 | - | - | 1 | 3 | 7 | 10 | 2 | 2 | 15 | 2 | 9 | 8 | 12 | 8 | - | 1 | - | - |
| -Elec. Mach. & Equip. | 1559 | 1560 | 1433 | 1835 | 1533 | - | - | - | 2165 | 1649 | 2201 | - | 2108 | 2051 | 1813 | 1789 | 1880 | 1805 | 1788 | - | 1560 | - | - |
| | 4 | 1 | 4 | 5 | 3 | - | - | - | 1 | 7 | 2 | - | 1 | 5 | 1 | 17 | 8 | 12 | 8 | - | 1 | - | - |
| -Food/Bever. Processing | 1800 | - | 1545 | - | 2000 | - | - | - | - | 2000 | 1800 | - | - | 1873 | 1925 | 1886 | 1767 | 1829 | 1887 | - | - | 1800 | 1204 |
| | 1 | - | 2 | - | 1 | - | - | - | - | 1 | 1 | - | - | 2 | 1 | 3 | 2 | 2 | 2 | - | - | 1 | 1 |
| -Glass/Paper Packgng/Prd | 1618 | 1618 | 1471 | 1668 | 1568 | - | - | - | - | 1780 | 1833 | 1875 | 1875 | 1836 | 1875 | 1829 | 1397 | 1630 | 1468 | - | - | - | - |
| | 2 | 2 | 4 | 3 | 3 | - | - | - | - | 1 | 3 | 1 | 1 | 4 | 1 | 8 | 5 | 10 | 4 | - | - | - | - |
| -Metals & Metal Prod. | 1517 | 1534 | 1620 | 1618 | 1665 | 1520 | 1520 | - | - | 1552 | 1574 | 1520 | 1520 | 1762 | 1734 | 1675 | 1713 | 1705 | 1469 | - | - | - | - |
| | 6 | 3 | 4 | 6 | 3 | 1 | 1 | - | - | 4 | 2 | 1 | 1 | 6 | 3 | 7 | 9 | 20 | 6 | - | - | - | - |
| -Petro. (inc. Nat. Gas) | 1650 | - | - | 1680 | - | - | - | - | - | 1829 | 2300 | - | - | 2218 | 2045 | 2112 | - | 2112 | - | - | - | - | - |
| | 1 | - | - | 1 | - | - | - | - | - | 3 | 1 | - | - | 4 | 3 | 4 | - | 4 | - | - | - | - | - |
| -Research, Con. Org. | 1636 | 1204 | 1548 | 2064 | 1136 | - | - | - | - | 1370 | 1441 | 1337 | - | 1973 | 1579 | 1786 | 1159 | 1604 | 1368 | 1436 | - | - | - |
| | 2 | 1 | 1 | 1 | 3 | - | - | - | - | 4 | 3 | 2 | - | 3 | 15 | 7 | 2 | 10 | 2 | 5 | - | - | - |
| -Tire & Rubber | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Utilities - Public | 1343 | 1376 | 1378 | 1382 | 1391 | 1260 | 1200 | - | - | 1541 | 1128 | 1600 | - | 1948 | 1788 | 1798 | 1791 | 1925 | 1943 | - | 1393 | 1516 | - |
| | 7 | 5 | 5 | 7 | 6 | 2 | 1 | - | - | 5 | 1 | 2 | - | 3 | 5 | 9 | 6 | 6 | 3 | - | 2 | 1 | - |
| -Government - Federal | 1326 | - | 1325 | 1362 | - | 1358 | 1358 | - | - | 1364 | - | - | - | 1948 | 1550 | 1211 | - | 1211 | 1211 | - | 1382 | - | - |
| | 5 | - | 3 | 2 | - | 1 | 1 | - | - | 4 | - | - | - | 2 | 2 | 1 | - | 1 | 1 | - | 2 | - | - |
| -GovT - Local & State | 1207 | 1296 | - | 1296 | - | - | 945 | 724 | 1035 | 1207 | 950 | - | - | 1296 | 1377 | 1550 | - | 1423 | 1481 | 1118 | - | - | - |
| | 2 | 1 | - | 1 | - | - | 3 | 1 | 2 | 2 | 1 | - | - | 1 | 11 | 1 | - | 2 | 2 | 1 | - | - | - |
| -Non-Profit Educ. Org. | 1637 | - | - | - | 915 | 1171 | 1300 | - | - | 1050 | - | - | - | - | - | - | - | 1800 | 1800 | - | - | 1229 | 1187 |
| | 2 | - | - | - | 2 | 5 | 5 | - | - | 1 | - | - | - | - | - | - | - | 1 | 1 | - | - | 3 | 1 |
| -Others, i.e., Architecture | - | - | - | - | 875 | 954 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1279 | - | - | - |
| | - | - | - | - | 1 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | 7 | - | - | - |

Arrangement of Data
$1460 Mean
8 # of Employers







BEST COPY AVAILABLE

# MIDWEST REGION
## COOPERATIVE EDUCATION SALARY SURVEY
### Summary by Employer's Products or Services
### 1990 - Bachelors Degree Level
Salaries Paid to a New College Graduate

| Employer Type of Product or Service | Acctg. | Banking and Finance | Mgt. | Mgt. Info. Systems | Mktg. | Humanities | Social Services | Agriculture Sciences | Biolgcal. Science | Computer Science | Chemstry. | Math. | Physics | Chem. Engrg. | Civil Engrg. | Elect/Electronic/Comp. Engrg. | Industl. Engrg. | Mechanl. Engrg. | Engrg. Techgy. | Architect. | Economcs. | Nursing & Allied Health | Criminal Justice |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| -Accounting Public | $1946<br>11 | $1935<br>1 | $—<br>- | $1935<br>1 | $—<br>- | $—<br>- | $—<br>- | $—<br>- | $—<br>- | $2451<br>1 | $2451<br>1 | $—<br>- | $—<br>- | $2451<br>1 | $—<br>- | $2451<br>1 | $2451<br>1 | $2451<br>1 | $—<br>- | $—<br>- | $—<br>- | $—<br>- | $—<br>- |
| -Banking, Fin/Insur. | 1998<br>7 | 1788<br>11 | 1909<br>5 | 1991<br>6 | 1782<br>4 | 1918<br>1 | 1833<br>2 | -<br>- | -<br>- | 2417<br>1 | -<br>- | 2138<br>2 | -<br>- | -<br>- | -<br>- | 2417<br>1 | 1720<br>1 | -<br>- | 2100<br>1 | -<br>- | -<br>- | -<br>- | -<br>- |
| -Merchand. Services | 1570<br>6 | 1418<br>1 | 1424<br>9 | 1777<br>4 | 1514<br>8 | 1114<br>4 | 1318<br>2 | 1378<br>1 | -<br>- | 2022<br>8 | 2250<br>1 | -<br>- | -<br>- | 2834<br>1 | 2650<br>1 | 2489<br>7 | 2181<br>3 | 2473<br>6 | 1880<br>2 | 1792<br>2 | -<br>- | -<br>- | -<br>- |
| -Aero/Elec & Bus. Equi. | 2178<br>5 | 2250<br>1 | 2102<br>2 | 2225<br>3 | 2500<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | 2330<br>6 | -<br>- | -<br>- | -<br>- | 2748<br>2 | 2696<br>1 | 2583<br>13 | 2606<br>7 | 2589<br>10 | 2361<br>2 | -<br>- | -<br>- | -<br>- | -<br>- |
| -Auto/Mech. Equipment | 2186<br>17 | 2250<br>10 | 2132<br>11 | 2265<br>9 | 2236<br>12 | 2305<br>4 | 2304<br>5 | 2373<br>3 | 2504<br>5 | 2360<br>10 | 2517<br>8 | 2536<br>6 | 2536<br>6 | 2678<br>13 | 2701<br>7 | 2649<br>18 | 2602<br>17 | 2585<br>27 | 2504<br>8 | 2217<br>2 | 2244<br>3 | 2217<br>2 | 2217<br>2 |
| -Building Mat. Mfrs. & Constr. | 1810<br>3 | -<br>- | 2153<br>2 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 2263<br>5 | -<br>- | 2003<br>1 | 2368<br>4 | 2053<br>5 | 2354<br>2 | -<br>- | -<br>- | -<br>- |
| -Chem/Drug All. Prod | 2329<br>3 | 2162<br>1 | -<br>- | 2528<br>4 | 2222<br>3 | -<br>- | -<br>- | -<br>- | 2000<br>1 | 2484<br>8 | 2272<br>11 | 2000<br>1 | 2001<br>1 | 2825<br>18 | 2815<br>1 | 2669<br>8 | 2645<br>4 | 2750<br>11 | 2503<br>2 | -<br>- | 2250<br>1 | -<br>- | -<br>- |
| -Elec. Mach. & Equip. | 1979<br>4 | -<br>- | 1882<br>5 | 1884<br>3 | 2188<br>3 | -<br>- | -<br>- | -<br>- | -<br>- | 1934<br>4 | -<br>- | 2058<br>1 | -<br>- | 2077<br>3 | 2613<br>1 | 2531<br>14 | 2288<br>8 | 2426<br>13 | 2428<br>4 | -<br>- | -<br>- | -<br>- | -<br>- |
| -Food/Bever. Processing | -<br>- | -<br>- | 1750<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 2697<br>3 | 2500<br>1 | 2542<br>2 | 2583<br>1 | 2542<br>2 | 2583<br>1 | -<br>- | -<br>- | -<br>- | 1204<br>1 |
| -Glass/Paper Packgng/Prd | 2083<br>2 | 2083<br>2 | 2166<br>3 | 2334<br>2 | 2097<br>3 | -<br>- | -<br>- | -<br>- | -<br>- | 2417<br>1 | 2387<br>3 | 2250<br>1 | 2250<br>1 | 2614<br>3 | 2350<br>1 | 2678<br>5 | 2404<br>3 | 2510<br>8 | 2088<br>4 | -<br>- | -<br>- | -<br>- | -<br>- |
| -Metals & Metal Prod. | 2077<br>5 | 2226<br>3 | 2278<br>3 | 2283<br>4 | 2311<br>3 | 2100<br>1 | 2100<br>1 | -<br>- | -<br>- | 2261<br>3 | 2338<br>2 | 230<br>1 | 2300<br>1 | 2640<br>6 | 2513<br>2 | 2425<br>5 | 2586<br>6 | 2493<br>15 | 2053<br>4 | -<br>- | -<br>- | -<br>- | -<br>- |
| -Petro. (inc. Nat. Gas) | 2200<br>1 | 2145<br>1 | -<br>- | 2380<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 2380<br>3 | 2875<br>1 | -<br>- | -<br>- | 2959<br>4 | 2756<br>3 | 2881<br>3 | -<br>- | 2881<br>3 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- |
| -Research, Con. Org. | 1875<br>2 | -<br>- | 1900<br>1 | 2333<br>1 | 1422<br>3 | 1000<br>1 | 1000<br>1 | -<br>- | -<br>- | 2083<br>4 | 1787<br>3 | 1990<br>2 | -<br>- | 2458<br>4 | 2121<br>14 | 2539<br>8 | 1920<br>2 | 2417<br>8 | 2033<br>4 | 1935<br>2 | -<br>- | -<br>- | -<br>- |
| -Tire & Rubber | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- |
| -Utilities - Public | 1970<br>7 | 2044<br>5 | 2018<br>4 | 2158<br>7 | 2002<br>5 | 2090<br>1 | -<br>- | -<br>- | -<br>- | 2285<br>7 | 2071<br>1 | 2083<br>2 | -<br>- | 2671<br>3 | 2378<br>5 | 2524<br>9 | 2628<br>4 | 2589<br>6 | 2589<br>2 | -<br>- | 2087<br>2 | 1980<br>1 | -<br>- |
| -Government - Federal | 1697<br>4 | -<br>- | 1575<br>3 | 1522<br>2 | -<br>- | 1683<br>1 | 1358<br>1 | -<br>- | -<br>- | 1701<br>4 | -<br>- | -<br>- | -<br>- | 1977<br>2 | 2187<br>1 | 2187<br>1 | -<br>- | 2187<br>1 | 2187<br>1 | -<br>- | 1884<br>2 | -<br>- | 1343<br>1 |
| -Gov't - Local & State | 1629<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 1493<br>3 | 2500<br>1 | 2500<br>1 | 1960<br>1 | 1800<br>1 | -<br>- | -<br>- | -<br>- | 2037<br>10 | 2100<br>1 | -<br>- | 2100<br>1 | 1962<br>1 | 1548<br>1 | -<br>- | -<br>- | -<br>- |
| -Non-Profit Educ. Org. | 1500<br>1 | -<br>- | -<br>- | -<br>- | 1887<br>1 | 1379<br>5 | 1416<br>4 | -<br>- | -<br>- | 1500<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 2300<br>1 | 2000<br>1 | -<br>- | -<br>- | 1678<br>3 | -<br>- |
| -Others, i.e., Architecture | -<br>- | -<br>- | -<br>- | -<br>- | 1250<br>1 | 1278<br>3 | 918<br>1 | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | -<br>- | 1627<br>9 | -<br>- | -<br>- | -<br>- |

Arrangement of Data
$1946 Mean
11 # of Employers

# MIDWEST REGION*
## 1990 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE BENEFITS
### BACHELORS DEGREE LEVEL

**1990**

| Employer Type of Product or Service | Life Insurance | Medical Hospital Insurance | Dental Insurance | Vision Plan | Paid Vacation | Paid Sick Days | Retirement Credit | Seniority | Longevity | Paid Holidays | Paid Days Off | Subsidized Housing/ Meals | Products/ Services Discounts | Handicapped Worker Accommod. | Business Travel Expenses | Profit Sharing Plan | Stock Option Plan | Tuition Aid During Schl. Pds. | Trvl. Exp. from Job to Schl./Home | Interview Travel Expense | Total # of Employer Responses | Rank Order of Empl.** |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| -Accounting Public | 43.8%* | 43.8% | 18.8% | 0.0% | 43.8% | 75.0% | 6.3% | 25.0% | 0.0% | 75.0% | 43.8% | 0.0% | 6.3% | 18.8% | 62.5% | 25.0% | 0.0% | 6.3% | 25.0% | 25.0% | 16 | 11 |
| -Banking, Fin/Insur. | 35.7 | 39.3 | 28.6 | 17.9 | 42.9 | 35.7 | 42.9 | 21.4 | 14.3 | 57.1 | 28.6 | 32.1 | 25.0 | 39.3 | 57.1 | 17.9 | 7.1 | 21.4 | 7.1 | 32.1 | 28 | 8 |
| -Merchand. Services | 29.5 | 37.7 | 32.8 | 13.1 | 37.7 | 39.3 | 34.4 | 23.0 | 18.0 | 50.8 | 32.8 | 9.8 | 26.2 | 26.2 | 49.2 | 18.0 | 13.1 | 24.6 | 8.2 | 19.7 | 61 | 10 |
| -Aero/Elec & Bus. Equi. | 34.9 | 39.5 | 23.3 | 11.6 | 51.2 | 41.9 | 34.9 | 25.6 | 11.6 | 88.4 | 37.2 | 0.0 | 14.0 | 44.2 | 62.8 | 18.6 | 9.3 | 18.6 | 41.9 | 53.5 | 43 | 5 |
| -Auto/Mech. Equipment | 55.7 | 59.6 | 28.7 | 9.6 | 49.6 | 39.1 | 54.8 | 53.0 | 12.2 | 82.6 | 51.3 | 0.9 | 50.4 | 54.8 | 77.4 | 42.6 | 39.1 | 19.1 | 40.9 | 71.3 | 115 | 2 |
| -Building Mat. Mfrs. & Constr. | 13.6 | 18.2 | 13.6 | 4.5 | 18.2 | 36.4 | 9.1 | 9.1 | 13.6 | 59.1 | 45.5 | 13.6 | 9.1 | 4.5 | 50.0 | 18.2 | 0.0 | 9.1 | 31.8 | 13.6 | 22 | 14 |
| -Chem/Drug All. Prod | 24.5 | 32.1 | 13.2 | 3.8 | 18.9 | 43.4 | 22.6 | 24.5 | 3.8 | 83.3 | 49.1 | 22.6 | 28.3 | 28.4 | 77.4 | 15.1 | 1.9 | 7.5 | 50.9 | 71.7 | 53 | 7 |
| -Elec. Mach. & Equip. | 31.0 | 31.0 | 21.4 | 11.9 | 26.6 | 54.8 | 28.6 | 38.1 | 23.8 | 81.0 | 35.7 | 9.5 | 35.7 | 31.0 | 64.3 | 19.0 | 2.4 | 19.0 | 26.2 | 57.1 | 42 | 6 |
| -Food/Bever. Processing | 66.7 | 66.7 | 66.7 | 55.6 | 55.6 | 77.8 | 22.2 | 22.2 | 11.1 | 77.8 | 66.7 | 11.1 | 22.2 | 66.7 | 77.8 | 44.4 | 11.1 | 22.2 | 33.3 | 88.9 | 9 | 1 |
| -Glass/Paper Packgng/Prd | 7.7 | 11.5 | 7.7 | 3.8 | 3.8 | 15.4 | 15.4 | 11.5 | 7.7 | 76.9 | 23.1 | 3.8 | 19.2 | 11.5 | 53.8 | 3.8 | 0.0 | 3.8 | 11.5 | 50.0 | 26 | 15 |
| -Metals & Metal Prod. | 25.0 | 29.0 | 18.2 | 2.3 | 15.9 | 25.0 | 40.9 | 29.5 | 34.1 | 68.2 | 38.6 | 9.1 | 11.4 | 27.3 | 63.6 | 25.0 | 2.3 | 20.5 | 25.0 | 75.0 | 44 | 9 |
| -Petro. (inc. Nat. Gas) | 54.5 | 36.4 | 0.0 | 18.2 | 18.2 | 54.5 | 27.3 | 27.3 | 27.3 | 100 | 27.3 | 27.3 | 0.0 | 18.2 | 100 | 9.1 | 0.0 | 0.0 | 100 | 100 | 11 | 4 |
| -Research, Con. Org. | 13.0 | 13.0 | 7.4 | 3.7 | 20.4 | 37.7 | 22.2 | 15.1 | 7.4 | 60.4 | 26.3 | 3.7 | 3.7 | 16.7 | 62.3 | 3.7 | 1.9 | 3.7 | 7.4 | 30.2 | 54 | 15 |
| -Tire & Rubber | — | — | — | — | — | — | — | — | — | — | — | — | — | — | — | ... | ... | ... | ... | ... | ... | ... |
| -Utilities - Public | 0.0 | 22.2 | 22.2 | 22.2 | 11.1 | 19.4 | 30.6 | 5.6 | 13.8 | 91.7 | 16.7 | 11.1 | 11.1 | 50.0 | 50.0 | 5.6 | 0.0 | 0.0 | 13.9 | 50.0 | 36 | 12 |
| -Government - Federal | 84.2 | 84.2 | 36.8 | 10.5 | 100 | 100 | 68.4 | 5.3 | 31.6 | 100 | 21.1 | 5.3 | 5.3 | 57.9 | 63.2 | 0.0 | 5.3 | 5.3 | 0.0 | 0.0 | 19 | 3 |
| -Gov't - Local & State | 11.5 | 15.4 | 11.5 | 3.8 | 26.9 | 34.6 | 26.9 | 11.5 | 7.7 | 46.2 | 26.9 | 0.0 | 0.0 | 11.5 | 38.5 | 0.0 | 0.0 | 3.8 | 3.8 | 7.7 | 26 | 17 |
| -Non-Profit Educ. Org. | 40.0 | 40.0 | 24.0 | 12.0 | 40.0 | 40.0 | 40.0 | 20.0 | 8.0 | 40.0 | 40.0 | 12.0 | 12.0 | 20.0 | 36.0 | 0.0 | 0.0 | 16.0 | 4.0 | 0.0 | 25 | 13 |
| -Other | 11.1 | 11.1 | 11.1 | 0.0 | 11.1 | 44.4 | 11.1 | 11.1 | 22.2 | 61.1 | 11.1 | 11.1 | 5.6 | 0.0 | 44.4 | 5.6 | 0.0 | 0.0 | 0.0 | 0.0 | 18 | 18 |

* Percentage of Employers Providing This Benefit
** Employers Ranked by the Most Benefits Provided



BEST COPY AVAILABLE

## ASSOCIATES DEGREE LEVEL

| Curriculum | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average** Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| **Business** | | | | | | | | | |
| All Business | $988 | $955 | (92) | $1223 | $1127 | (81) | $1412 | $1295 | (82) |
| Accounting | 961 | 950 | (17) | 1283 | 1280 | (17) | 1468 | 1317 | (16) |
| Banking & Finance | 974 | 950 | (7) | 1166 | 1142 | (4) | 1516 | 1317 | (4) |
| Secretarial Sciences | 940 | 928 | (22) | 1122 | 1040 | (21) | 1282 | 1182 | (20) |
| Business/Management/ Agribusiness | 1012 | 910 | (14) | 1240 | 1249 | (10) | 1388 | 1280 | (9) |
| Data Processing | 1060 | 1120 | (15) | 1254 | 1286 | (12) | 1450 | 1350 | (15) |
| Hospitality/Hotel and Food Management | 963 | 835 | (4) | 1086 | 992 | (4) | 1667 | 1619 | (4) |
| Sales/Marketing/ Merchandising | 1009 | 1032 | (13) | 1324 | 1204 | (13) | 1407 | 1168 | (14) |
| **All Engg. & Related** | | | | | | | | | |
| Technical | 1161 | 1172 | (81) | 1433 | 1388 | (80) | 1800 | 1635 | (66) |
| Automotive Services | 1147 | 1147 | (2) | 1407 | 1407 | (2) | 1567 | 1567 | (2) |
| Civil & Construction | 1112 | 1116 | (16) | 1364 | 1300 | (19) | 1701 | 1560 | (17) |
| Drafting & Design | 1095 | 1068 | (20) | 1376 | 1360 | (18) | 1731 | 1600 | (17) |
| Electric. & Electron. | 1194 | 1211 | (19) | 1456 | 1437 | (18) | 1939 | 1820 | (14) |
| Mechanical & Mechanics | 1225 | 1212 | (24) | 1520 | 1474 | (23) | 1887 | 1760 | (16) |
| **Other** | | | | | | | | | |
| Graphics & Commer. Art | 999 | 1020 | (9) | 1176 | 1075 | (7) | 1638 | 1600 | (9) |
| Medical/Nurs. & Related | 1098 | 1202 | (6) | 1250 | 1290 | (5) | 1506 | 1758 | (5) |
| Criminal Justice Law Enforcement | 1058 | 1084 | (4) | 1205 | 1204 | (3) | 1385 | 1250 | (3) |

* Includes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio & Wisconsin

** Where prior work experience is not a consideration

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 988 | $955 | (92) | 50th Percentile |

## MIDWEST REGION
## COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
SALARIES OFFERED BY EMPLOYER TYPE FOR ALL MAJORS

**ASSOCIATE DEGREE LEVEL**

**1990**

| Employer Product or Service | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average* Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| Accounting Public | - | - | (-) | - | - | (-) | - | - | (-) |
| Banking, Finance & Insurance | $988 | $975 | (12) | $930 | $930 | (2) | $1354 | $1333 | (4) |
| Merchan. & Svcs. | 1031 | 1040 | (40) | 1250 | 1300 | (35) | 1331 | 1300 | (38) |
| Aerospace, Elec. & Business Equip. | 1202 | 1232 | (6) | 1241 | 1280 | (5) | 1835 | 1646 | (5) |
| Automotive & Mechanical Equipment | 1241 | 1340 | (45) | 1608 | 1600 | (31) | 2140 | 2308 | (32) |
| Bldg. Materials Mfrg. & Constr. | 975 | 860 | (7) | 1275 | 1212 | (7) | 1751 | 1780 | (6) |
| Chemicals, Drugs & Allied Prod. | 1041 | 910 | (11) | 1166 | 1071 | (10) | 1744 | 1710 | (10) |
| Elec. Machinery & Equipment | 1137 | 1204 | (18) | 1441 | 1400 | (18) | 1923 | 1720 | (11) |
| Food & Beverage Processing | 780 | 700 | (9) | 1469 | 1600 | (9) | 1204 | 1204 | (1) |
| Glass, Paper, Packaging & Prod. | 1130 | 1066 | (11) | 1394 | 1419 | (9) | 1942 | 2100 | (11) |
| Metals & Metal Products | 1084 | 1204 | (9) | 1475 | 1429 | (8) | 1407 | 1333 | (8) |
| Petroleum & Prod. (incl. Natural Gas) | 1120 | 1120 | (1) | - | - | (-) | 1275 | 1300 | (4) |
| Research/Consult. Organizations | 947 | 1000 | (15) | 1203 | 1202 | (14) | 1440 | 1548 | (11) |
| Tire & Rubber | - | - | (-) | - | - | (-) | - | - | (-) |
| Utilities - Public (incl. Transport.) | 1159 | 1213 | (4) | 1289 | 1343 | (4) | 1289 | 1343 | (4) |
| Government - Federal | 826 | 810 | (9) | 961 | 984 | (9) | 1123 | 1116 | (9) |
| Government - Local & State | 1093 | 1183 | (20) | 1221 | 1300 | (22) | 1426 | 1350 | (17) |
| Non-Profit & Educ. Organizations | 938 | 918 | (13) | 1110 | 1142 | (10) | 1100 | 980 | (12) |
| Other | 874 | 946 | (7) | 962 | 951 | (6) | 1459 | 1481 | (6) |

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 988 | $975 | (12) | 50th Percentile |

# MIDWEST*
# 1990
# ASSOCIATES DEGREE LEVEL STUDENTS
## Benefits Provided to Cooperative Education Student Employees by Employers

| Percentage and Number of Employers Offering Each Benefit | Business | Engrg. & Related Tech. | Graphics & Comm. Art | Medical & Nrsng. Related | Crim. Jus. & Law Enforcmt. | 1990 All Associates | 1990 Rank Order | 1989 All Associates | 1989 Rank Order |
|---|---|---|---|---|---|---|---|---|---|
| Life Insurance | 49.2%<br>29 | 33.8%<br>23 | 18.2%<br>2 | 66.7%<br>4 | 0.0%<br>0 | 39.2%<br>58 | 7 | 27.4%<br>37 | 8 |
| Medical Hospitalization Insurance | 54.2<br>32 | 33.8<br>23 | 18.2<br>2 | 66.7<br>4 | 0.0<br>0 | 41.2<br>61 | 3 | 31.9<br>43 | 6 |
| Dental Insurance | 42.4<br>25 | 25.0<br>17 | 9.1<br>1 | 50.0<br>3 | 0.0<br>0 | 31.1<br>46 | 9 | 17.0<br>23 | 11 |
| Vision Plan | 18.6<br>11 | 13.2<br>9 | 9.1<br>1 | 16.7<br>1 | 0.0<br>0 | 14.9<br>22 | 15 | 8.9<br>12 | 18 |
| Paid Vacation | 50.8<br>30 | 33.8<br>23 | 9.1<br>1 | 66.7<br>4 | 25.0<br>1 | 39.9<br>59 | 6 | 36.3<br>49 | 5 |
| Paid Sick Days | 49.2<br>29 | 38.2<br>26 | 9.1<br>1 | 66.7<br>4 | 25.0<br>1 | 41.2<br>61 | 3 | 39.3<br>53 | 3 |
| Retirement Credit | 35.6<br>21 | 30.9<br>21 | 27.3<br>3 | 66.7<br>4 | 0.0<br>0 | 33.1<br>49 | 8 | 37.0<br>50 | 4 |
| Seniority | 27.1<br>16 | 27.9<br>19 | 18.2<br>2 | 16.7<br>1 | 25.0<br>1 | 26.4<br>39 | 10 | 23.0<br>31 | 9 |
| Longevity | 16.9<br>10 | 11.8<br>8 | 9.1<br>1 | 0.0<br>0 | 0.0<br>0 | 12.8<br>19 | 17 | 12.6<br>17 | 15 |
| Paid Holidays | 69.5<br>48 | 72.1<br>49 | 45.5<br>5 | 66.7<br>4 | 25.0<br>1 | 72.3<br>107 | 1 | 60.7<br>82 | 1 |
| Paid Days Off (Funeral, Personal, & Military) | 47.5<br>28 | 38.2<br>26 | 9.1<br>1 | 66.7<br>4 | 25.0<br>1 | 40.5<br>60 | 5 | 30.4<br>41 | 7 |
| Subsidized Housing and/or Meals | 3.4<br>2 | 4.4<br>3 | 0.0<br>0 | 0.0<br>0 | 0.0<br>0 | 3.4<br>5 | 20 | 3.7<br>5 | 19 |
| Products/ Services Discount | 25.4<br>15 | 17.6<br>12 | 18.2<br>2 | 16.7<br>1 | 0.0<br>0 | 20.3<br>30 | 13 | 14.8<br>20 | 13 |
| Handicapped Worker Accomodation | 32.2<br>19 | 22.1<br>15 | 9.1<br>1 | 33.3<br>2 | 0.0<br>0 | 25.0<br>37 | 11 | 20.7<br>28 | 10 |
| Business Travel Expenses | 47.5<br>28 | 54.4<br>37 | 27.3<br>3 | 66.7<br>4 | 25.0<br>1 | 49.3<br>73 | 2 | 45.9<br>62 | 2 |
| Profit Sharing | 22.0<br>13 | 13.2<br>9 | 9.1<br>1 | 50.0<br>3 | 0.0<br>0 | 17.6<br>26 | 14 | 11.9<br>16 | 16 |
| Stock Options | 15.3<br>9 | 8.8<br>6 | 0.0<br>0 | 0.0<br>0 | 0.0<br>0 | 10.1<br>15 | 18 | 3.7<br>5 | 19 |
| Tuition Aid During School Periods | 15.3<br>9 | 13.2<br>9 | 9.1<br>1 | 16.7<br>1 | 0.0<br>0 | 13.5<br>20 | 16 | 11.9<br>16 | 16 |
| Travel Expenses to/from Job Location | 6.8<br>4 | 14.7<br>10 | 0.0<br>0 | 0.0<br>0 | 0.0<br>0 | 9.5<br>14 | 19 | 16.3<br>22 | 12 |
| Interview Travel Expenses for out-of-town Co-op Students | 22.0<br>13 | 22.1<br>15 | 27.3<br>3 | 33.3<br>2 | 25.0<br>1 | 23.0<br>34 | 12 | 14.8<br>20 | 13 |
| | 59** | 68 | 11 | 6 | 4 | 148 | | 135 | |

* Includes the following Midwestern States: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin

** Number of useable employer responses

**MIDWEST REGION**
**COOPERATIVE EDUCATION SALARY SURVEY**
**Summary by Employer's Products or Services**
**1990 - Associates Degree Level**
Salaries Paid to Students on their First Work Assignment

| Employer Type of Product or Service | Acctg. | Banking and Finance | Secretarial Sciences | Bus./ Mgt/ Agribusiness | Data Processing | Hospitality/ Hotel/Food Mgt. | Sales/ Mktg./ Merchandsg. | Automotive Services | Civil & Construction | Drafting & Design | Electrical & Electronics | Mechanical & Mechanics | Graphics & Commercial Art | Medical & Nursing Related | Crml. Just. & Law Enforcement |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| -Accounting Public | $- | $- | $- | $- | $- | $- | $- | $- | $- | $- | $- | $- | $- | $- | $- |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Banking, Fin/Insur. | 962 | 908 | 1004 | 975 | 1148 | - | 975 | - | - | - | - | - | - | - | - |
| | 3 | 3 | 2 | 1 | 2 | - | 1 | - | - | - | - | - | - | - | - |
| -Merchand. Services | 1031 | 1040 | 1002 | 1082 | 1021 | 830 | 983 | - | - | 989 | 1230 | 1305 | 1036 | - | - |
| | 5 | 1 | 2 | 6 | 5 | 2 | 8 | - | - | 1 | 2 | 3 | 2 | - | - |
| -Aero/Elec & Bus. Equi. | - | - | 1200 | - | 1520 | - | - | - | 1264 | - | 1075 | - | - | - | - |
| | - | - | 1 | - | 1 | - | - | - | 1 | - | 3 | - | - | - | - |
| -Auto/Mech. Equipment | 1155 | 1120 | 1078 | 1120 | 1187 | 1120 | 1200 | 1340 | 1540 | 1315 | 1349 | 1361 | 860 | 860 | 937 |
| | 3 | 2 | 4 | 2 | 3 | 2 | 2 | 1 | 1 | 4 | 4 | 9 | 1 | 1 | 2 |
| -Building Mat. Mfrs. & Constr. | 800 | - | 780 | - | - | - | - | - | 989 | - | - | 1290 | - | - | - |
| | 1 | - | 1 | - | - | - | - | - | 4 | - | - | 1 | - | - | - |
| -Chem/Drug All. Prod | 860 | - | 879 | 1386 | 860 | - | - | - | - | - | - | - | 1123 | 1204 | 1155 |
| | 1 | - | 3 | 1 | 1 | - | - | - | - | - | - | - | 2 | 1 | 1 |
| -Elec. Mach. & Equip. | - | - | 1122 | - | 1215 | - | - | - | - | 1077 | 1172 | 1132 | - | - | - |
| | - | - | 2 | - | 1 | - | - | - | - | 3 | 6 | 5 | - | - | - |
| -Food/Bever. Processing | 740 | - | - | 787 | 700 | - | 700 | - | - | 700 | 700 | 700 | - | - | 1204 |
| -Glass/Paper Packgng/Prd | - | - | 765 | - | - | - | 1066 | - | - | 1080 | 1325 | 1310 | 1043 | - | - |
| | - | - | 1 | - | - | - | 1 | - | - | 3 | 2 | 2 | 2 | - | - |
| -Metals & Metal Prod. | 1010 | - | - | - | - | - | - | - | 1376 | 1029 | - | 1092 | - | - | - |
| | 2 | - | - | - | - | - | - | - | 1 | 3 | - | 3 | - | - | - |
| -Petro. (inc. Nat. Gas) | - | - | - | - | - | - | - | - | - | 1120 | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| -Research, Con. Org. | - | - | 750 | - | - | - | 700 | - | 937 | 1026 | 1032 | 963 | - | - | - |
| | - | - | 1 | - | - | - | 1 | - | 6 | 5 | 1 | 1 | - | - | - |
| -Tire & Rubber | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Utilities - Public | - | - | 997 | - | - | - | - | - | - | 1213 | 1213 | 1213 | - | - | - |
| | - | - | 1 | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - |
| -Government - Federal | 845 | 810 | 845 | 810 | 810 | 810 | 810 | - | - | - | - | - | - | - | - |
| | 2 | 1 | 2 | 1 | 1 | 1 | 1 | - | - | - | - | - | - | - | - |
| -Gov't - Local & State | - | - | 908 | - | 1200 | - | - | 945 | 1236 | 1144 | - | - | 812 | - | - |
| | - | - | 2 | - | 1 | - | - | 1 | 5 | 3 | - | - | 2 | - | - |
| -Non-Profit Educ. Org. | 933 | - | 824 | 688 | 688 | - | - | - | - | - | - | - | - | 1132 | - |
| | 2 | - | 2 | 1 | 1 | - | - | - | - | - | - | - | - | 4 | - |
| -Others, | - | - | 800 | - | - | - | - | - | 989 | 1204 | - | - | 824 | - | - |
| | - | - | 1 | - | - | - | - | - | 2 | 1 | - | - | 2 | - | - |



BEST COPY AVAILABLE

Arrangement of Data
$962 Mean
3 # of Employers

## COOPERATIVE EDUCATION SALARY SURVEY
## Summary by Employer's Products or Services
## 1990 - Associates Degree Level
Salaries Paid to Students on their Final Work Assignment

| Employer Type of Product or Service | Acctg. | Banking and Finance | Secretarial Sciences | Bus./ Mgt/ Agribusiness | Data Processing | Hospitality/ Hotel/Food Mgt. | Sales/ Mktg./ Merchandsg. | Automotive Services | Civil & Construction | Drafting & Design | Electrical & Electronics | Mechanical & Mechanics | Graphics & Commercial Art | Medical & Nursing Related | Crml. Just. & Law Enforcement |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| -Accounting Public | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Banking, Fin/Insur. | 980 | 880 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Merchand. Services | 1312 | 1300 | 1413 | 1266 | 1315 | 930 | 1122 | - | - | 1075 | 1425 | 1677 | 1300 | - | - |
| | 4 | 1 | 2 | 4 | 5 | 2 | 8 | - | - | 1 | 2 | 3 | 1 | - | - |
| -Aero/Elec & Bus. Equi. | 1280 | - | 1600 | - | - | - | - | - | - | - | 1008 | - | - | - | - |
| | 1 | - | 1 | - | - | - | - | - | - | - | 3 | - | - | - | - |
| -Auto/Mech. Equipment | 1565 | 1500 | 1321 | 1500 | 1833 | 1500 | 1898 | 1600 | 1740 | 1698 | 1783 | 1845 | - | - | 1092 |
| | 2 | 1 | 3 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 4 | 9 | - | - | 1 |
| -Building Mat. Mfrs. & Constr. | 880 | - | 953 | - | - | - | - | - | 1408 | - | - | 1462 | - | - | - |
| | 1 | - | 1 | - | - | - | - | - | 4 | - | - | 1 | - | - | - |
| -Chem/Drug All. Prod | 880 | - | 950 | 1733 | 880 | - | - | - | - | - | - | - | 1297 | 1290 | 1320 |
| | 1 | - | 2 | 1 | 1 | - | - | - | - | - | - | - | 2 | 1 | 1 |
| -Elec. Mach. & Equip. | - | - | 1359 | - | 1272 | - | - | - | - | 1497 | 1472 | 1433 | - | - | - |
| | - | - | 2 | - | 1 | - | - | - | - | 3 | 7 | 5 | - | - | - |
| -Food/Bever. Processing | 1400 | - | - | 1209 | 1600 | - | 2000 | - | - | 1600 | 1400 | 1600 | - | - | 1204 |
| | 1 | - | - | 2 | 1 | - | 1 | - | - | 1 | 1 | 1 | - | - | 1 |
| -Glass/Paper Packgng/Prd | - | - | 894 | - | - | - | 1482 | - | - | 1368 | 1900 | 1510 | 1269 | - | - |
| | - | - | 1 | - | - | - | 1 | - | - | 2 | 1 | 2 | 2 | - | - |
| -Metals & Metal Prod. | 1717 | - | - | - | - | - | - | - | 1808 | 1320 | - | 1302 | - | - | - |
| | 2 | - | - | - | - | - | - | - | 1 | 3 | - | 2 | - | - | - |
| -Petro. (inc. Nat. Gas) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Research, Con. Org. | - | - | 1000 | - | - | - | - | - | 1210 | 1255 | 1032 | 1136 | - | - | - |
| | - | - | 1 | - | - | - | - | - | 6 | 4 | 1 | 1 | - | - | - |
| -Tire & Rubber | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Utilities - Public | - | - | 1127 | - | - | - | - | - | - | 1343 | 1343 | 1343 | - | - | - |
| | - | - | 1 | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - |
| -Government - Federal | 933 | 984 | 933 | 984 | 984 | 984 | 984 | - | - | - | - | - | - | - | - |
| | 2 | 1 | 2 | 1 | 1 | 1 | 1 | - | - | - | - | - | - | - | - |
| -Gov't - Local & State | 1076 | - | 1065 | - | 1300 | - | - | 1214 | 1408 | 1319 | - | - | 902 | - | - |
| | 1 | - | 3 | - | 1 | - | - | 1 | 6 | 3 | - | - | 2 | - | - |
| -Non-Profit Educ. Org. | 1666 | - | 886 | 688 | 688 | - | - | - | - | - | - | - | - | 1244 | - |
| | 1 | - | 2 | 1 | 1 | - | - | - | - | - | - | - | - | 1 | - |
| -Others, | 1325 | - | - | 870 | - | - | - | - | 1032 | 1290 | - | - | 860 | - | - |
| | 1 | - | - | 1 | - | - | - | - | 1 | 1 | - | - | 1 | - | - |

Arrangement of Data
$980
1
Mean
# of Employers



BEST COPY AVAILABLE

# MIDWEST REGION
# COOPERATIVE EDUCATION SALARY SURVEY
## Summary by Employer's Products or Services
## 1990 - Associates Degree Level
### Salaries Paid a New Community/Junior College Graduate

| Employer Type of Product or Service | Acctg. | Banking and Finance | Secretarial Sciences | Bus./ Mgt/ Agribusiness | Data Processing | Hospitality/ Hotel/Food Mgt. | Sales/ Mktg./ Merchandsg. | Automotive Services | Civil & Construction | Drafting & Design | Electrical & Electronics | Mechanical & Mechanics | Graphics & Commercial Art | Medical & Nursing Related | Crmnl. Just. & Law Enforcement |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| -Accounting Public | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— | $— |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Banking, Fin/Insur. | 1333 | 1333 | 1500 | - | 1250 | - | - | - | - | - | - | - | - | - | - |
| | 1 | 1 | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - |
| -Merchand. Services | 1213 | 1300 | 1138 | 1242 | 1268 | 1619 | 1143 | - | - | 1872 | 1713 | 1627 | 1564 | - | - |
| | 4 | 1 | 2 | 5 | 5 | 2 | 9 | - | - | 2 | 2 | 3 | 2 | - | - |
| -Aero/Elec & Bus. Equi. | 2196 | - | 1300 | - | - | - | - | - | 1635 | - | 2023 | - | - | - | - |
| | 1 | - | 1 | - | - | - | - | - | 1 | - | 2 | - | - | - | - |
| -Auto/Mech. Equipment | 2038 | 2315 | 1725 | 2315 | 2192 | 2315 | 2613 | 1920 | 2825 | 2272 | 2211 | 2095 | - | - | 1250 |
| | 3 | 1 | 3 | 1 | 3 | 1 | 2 | 1 | 1 | 2 | 4 | 8 | - | - | 1 |
| -Building Mat. Mfrs. & Constr. | - | - | 1040 | - | - | - | - | - | 1887 | - | - | 2000 | - | - | - |
| | - | - | 1 | - | - | - | - | - | 4 | - | - | 1 | - | - | - |
| -Chem/Drug All. Prod | 1548 | - | 1449 | 2186 | 1720 | - | - | - | - | - | - | - | 1857 | 1758 | 1700 |
| | 1 | - | 2 | 1 | 1 | - | - | - | - | - | - | - | 2 | 1 | 1 |
| -Elec. Mach. & Equip. | - | - | 1720 | - | 1316 | - | - | - | - | 2300 | 1914 | 2083 | - | - | - |
| | - | - | 1 | - | 1 | - | - | - | - | 1 | 5 | 3 | - | - | - |
| -Food/Bever. Processing | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1204 |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 |
| -Glass/Paper Packgng/Prd | - | - | 1000 | - | - | - | 2125 | - | - | 2008 | 2150 | 2050 | 1904 | - | - |
| | - | - | 1 | - | - | - | 1 | - | - | 3 | 2 | 2 | 2 | - | - |
| -Metals & Metal Prod. | 1285 | - | - | - | - | - | - | - | 1376 | 1328 | - | 1840 | - | - | - |
| | 2 | - | - | - | - | - | - | - | 1 | 2 | - | 2 | - | - | - |
| -Petro. (inc. Nat. Gas) | 1200 | - | 1100 | - | - | - | - | - | - | 1400 | - | - | - | - | - |
| | 1 | - | 1 | - | - | - | - | - | - | 1 | - | - | - | - | - |
| -Research, Con. Org. | - | - | 1000 | - | - | - | 1000 | - | 1492 | 1561 | 1634 | - | - | - | - |
| | - | - | 1 | - | - | - | 1 | - | 4 | 4 | 1 | - | - | - | - |
| -Tire & Rubber | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Utilities - Public | - | - | 1127 | - | - | - | - | - | - | 1343 | 1343 | 1343 | - | - | - |
| | - | - | 1 | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - |
| -Government - Federal | 1165 | 1116 | 1099 | 1116 | 1116 | 1116 | 1116 | - | - | - | - | - | - | - | - |
| | 2 | 1 | 2 | 1 | 1 | 1 | 1 | - | - | - | - | - | - | - | - |
| -Gov't - Local & State | - | - | 1448 | - | 1350 | 946 | 1214 | 1548 | 1455 | - | - | 1322 | - | - | - |
| | - | - | 1 | - | 1 | 1 | 1 | 6 | 2 | - | - | 1 | - | - | - |
| -Non-Profit Educ. Org. | 1350 | - | 824 | 688 | 688 | - | - | - | - | - | - | - | - | 1443 | - |
| | 1 | - | 2 | 1 | 1 | - | - | - | - | - | - | - | - | 4 | - |
| -Others, | - | - | 1220 | - | - | - | - | - | 1653 | 1482 | - | - | 1383 | - | - |
| | - | - | 1 | - | - | - | - | - | 2 | 1 | - | - | 2 | - | - |

Arrangement of Data

$1333 Mean

1 # of Employers

# MIDWEST REGION
## 1990 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE BENEFITS
### ASSOCIATES DEGREE LEVEL

**1990**

| Employer Type of Product or Service | Life Insurance | Medical Hospital Insurance | Dental Insurance | Vision Plan | Paid Vacation | Paid Sick Days | Retirement Credit | Seniority | Longevity | Paid Holidays | Paid Days Off | Subsidized Housing/ Meals | Products/ Services Discounts | Handicapped Worker Accommod. | Business Travel Expenses | Profit Sharing Plan | Stock Option Plan | Tuition Aid During Schl. Pds. | Trvl. Exp. from Job to Schl./Home | Interview Travel Expense | Total # of Employer Responses | Rank Order of Empl.** |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| -Accounting Public | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Banking, Fin/Insur. | 83.3%* | 83.3% | 66.7% | 16.7% | 83.3% | 83.3% | 50.0% | 33.3% | 16.7% | 83.3% | 66.7% | 0.0% | 66.7% | 50.0% | 50.0% | 66.7% | 50.0% | 33.3% | 0.0% | 0.0% | 6 | 1 |
| -Merchand. Services | 48.1 | 63.3 | 51.9 | 25.9 | 48.1 | 51.9 | 40.7 | 29.6 | 29.6 | 59.3 | 55.6 | 11.1 | 37.0 | 44.4 | 66.7 | 25.9 | 25.9 | 25.9 | 7.4 | 3.7 | 27 | 2 |
| -Aero/Elec & Bus. Equi. | 42.9 | 42.9 | 42.9 | 14.3 | 57.1 | 57.1 | 28.6 | 14.3 | 0.0 | 85.7 | 57.1 | 0.0 | 0.0 | 0.0 | 42.9 | 0.0 | 14.3 | 28.6 | 0.0 | 0.0 | 7 | 9 |
| -Auto/Mech. Equipment | 47.6 | 47.6 | 19.0 | 14.3 | 33.3 | 14.3 | 42.9 | 38.1 | 0.0 | 47.6 | 28.6 | 0.0 | 47.6 | 33.3 | 76.2 | 23.8 | 23.8 | 4.8 | 28.6 | 57.1 | 21 | 4 |
| -Building Mat. Mfrs. & Constr. | 14.3 | 14.3 | 14.3 | 0.0 | 14.3 | 28.6 | 0.0 | 14.3 | 0.0 | 71.4 | 28.6 | 14.3 | 14.3 | 0.0 | 57.1 | 14.3 | 0.0 | 14.3 | 28.6 | 0.0 | 7 | 15 |
| -Chem/Drug All. Prod | 11.1 | 11.1 | 11.1 | 0.0 | 33.3 | 33.3 | 33.3 | 55.6 | 0.0 | 55.6 | 33.3 | 0.0 | 11.1 | 11.1 | 33.3 | 11.1 | 0.0 | 0.0 | 0.0 | 77.8 | 9 | 13 |
| -Elec. Mach. & Equip. | 27.3 | 27.3 | 27.3 | 0.0 | 27.3 | 45.5 | 18.2 | 36.4 | 27.3 | 81.8 | 27.3 | 0.0 | 9.1 | 9.1 | 18.2 | 18.2 | 0.0 | 18.2 | 0.0 | 27.3 | 11 | 12 |
| -Food/Bever. Processing | 50.0 | 75.0 | 50.0 | 50.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 | 50.0 | 25.0 | 0.0 | 50.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 50.0 | 4 | 5 |
| -Glass/Paper Packgng/Prd | 11.1 | 11.1 | 0.0 | 11.1 | 11.1 | | 22.2 | 44.4 | 11.1 | 66.9 | 33.3 | 0.0 | 33.3 | 0.0 | 33.3 | 11.1 | 0.0 | 11.1 | 11.1 | 11.1 | 9 | 14 |
| -Metals & Metal Prod. | 42.9 | 42.9 | 42.9 | 28.6 | 28.6 | 0.0 | 28.6 | 0.0 | 0.0 | 85.7 | 42.9 | 0.0 | 0.0 | 52.1 | 85.7 | 14.3 | 0.0 | 28.6 | 0.0 | 28.6 | 7 | 8 |
| -Petro. (inc. Nat. Gas) | 100 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | .0. | 0.0 | 0.0 | 100 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100 | 100 | 2 | 10 |
| -Research, Con. Org. | 18.2 | 9.1 | 0.0 | 0.0 | 27.3 | 36.4 | 9.1 | 9.1 | 0.0 | 45.5 | 18.2 | 0.0 | 0.0 | 0.0 | 45.5 | 9.1 | 0.0 | 0.0 | 0.0 | 9.1 | 11 | 16 |
| -Tire & Rubber | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| -Utilities - Public | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100 | 100 | 0.0 | 0.0 | 0.0 | 100 | 100 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2 | 10 |
| -Government - Federal | 50.0 | 50.0 | 0.0 | 0.0 | 100 | 100 | 50.0 | 0.0 | 0.0 | 100 | 50.0 | 0.0 | 0.0 | 100 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2 | 7 |
| -Gov't - Local & State | 43.8 | 50.0 | 50.0 | 18.8 | 62.5 | 62.5 | 56.3 | 18.8 | 12.5 | 68.8 | 50.0 | 0.0 | 6.3 | 6.3 | 18.8 | 0.0 | 0.0 | 6.3 | 6.3 | 25.0 | 16 | 8 |
| -Non-Profit Educ. Org. | 63.6 | 63.6 | 54.5 | 27.3 | 63.6 | 63.6 | 63.6 | 27.3 | 18.2 | 63.6 | 63.6 | 9.1 | 18.2 | 27.3 | 54.5 | 27.3 | 0.0 | 18.2 | 0.0 | 0.0 | 11 | 3 |
| -Other | 14.3 | 14.3 | 14.3 | 0.0 | 0.0 | 28.6 | 0.0 | 14.3 | 14.3 | 57.1 | 14.3 | 0.0 | 0.0 | 0.0 | 28.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 7 | 17 |

* Percentage of Employers Providing This Benefit
** Employers Ranked by the Most Benefits Provided







BEST COPY AVAILABLE

## REGIONAL VS. STATE/SUB-REGIONAL SALARY COMPARISON
## 1990 AVERAGE MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
BACHELORS DEGREE LEVEL

| Curriculum | Midwest Average Monthly 1st Salary | Final Salary | New Graduate*** | | State/Sub-Regional Differences in Percentage Kentucky | Michigan | Ohio | Illinois | Indiana | Iowa & Missouri | Minnesota & Wisconsin |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Engineering | A* | B | C | A | + 2.9%** | + 4.1% | - 3.5% | + 3.8% | + 1.0% | - 4.7% | + 3.5% |
| | $1449 | $1823 | $2513 | B | + 1.7 | +10.0 | - 2.6 | + 0.7 | + 3.0 | - 9.7 | - 4.1 |
| | | | | C | + 6.8 | + 2.3 | - 1.6 | + 1.1 | + 2.2 | - 5.5 | - 0.3 |
| Accounting | 1248 | 1525 | 1990 | A | -12.7 | + 6.6 | - 0.8 | + 2.8 | + 0.9 | -13.7 | +11.4 |
| | | | | B | + 8.9 | + 9.2 | - 2.4 | - 6.2 | + 5.5 | -13.1 | - 1.6 |
| | | | | C | +13.1 | + 3.6 | + 3.0 | - 2.6 | + 5.5 | -15.4 | -18.3 |
| Business | 1254 | 1544 | 2007 | A | -19.1 | + 4.5 | + 1.1 | - 5.8 | + 3.9 | - 7.7 | + 3.5 |
| | | | | B | - 2.1 | + 8.7 | - 0.5 | - 9.3 | + 5.2 | -11.1 | - 3.1 |
| | | | | C | + 3.0 | + 4.2 | + 2.8 | -13.3 | + 8.0 | -12.2 | -16.7 |
| Humanities & Social Sciences | 1086 | 1329 | 1603 | A | -35.7 | +16.4 | -11.3 | -28.1 | +16.0 | + 1.0 | -19.2 |
| | | | | B | -43.1 | +12.6 | -10.8 | -18.7 | +21.1 | - 6.8 | --- |
| | | | | C | -27.5 | +10.0 | + 0.6 | -38.9 | +25.6 | - 5.4 | --- |
| Sciences | 1356 | 1733 | 2262 | A | + 7.5 | + 2.4 | - 0.3 | - 5.2 | - 1.7 | -17.3 | +20.4 |
| | | | | B | +15.8 | + 3.2 | - 1.5 | + 0.6 | - 2.8 | -15.9 | + 4.6 |
| | | | | C | + 8.0 | + 2.3 | + 2.7 | -12.7 | + 4.1 | - 5.5 | -32.1 |

*Codes: A - Average Monthly First Salary Paid to a Cooperative Education Student
B - Average Monthly Final Salary Paid to a Cooperative Education Student
C - Average Monthly Salary Paid to a New Graduate
**Percentage higher or lower than regional average
***Percentage where prior work experience is not a consideration

## MIDWEST REGION
## COOPERATIVE EDUCATION COMPARATIVE SALARY SURVEY
## 1990 vs. 1989

| Major Fields | Average Monthly 1st Salary | | | Average Monthly Final Salary | | | Average Monthly Salary Paid to a New Graduate** | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1990 | Pct. Chng.*** | 1989 | 1990 | Pct. Chng. | 1989 | 1990 | Pct. Chng. | 1989 |
| Engineering (4 yr.) | $1449* | 7.9% | $1343 | $1823 | 6.2% | $1717 | $2513 | 7.2% | $2344 |
| Engg. and Related Technical (2 yr.) | 1161 | 3.0 | 1127 | 1433 | 3.4 | 1386 | 1800 | 15.2 | 1562 |
| Accounting (4 yr.) | 1248 | 1.5 | 1229 | 1525 | 5.0 | 1452 | 1990 | 5.1 | 1893 |
| Business (4 yr.) | 1254 | 4.2 | 1203 | 1544 | 5.4 | 1465 | 2007 | 6.6 | 1882 |
| Business (2 yr.) | 988 | 9.5 | 902 | 1223 | 14.4 | 1069 | 1412 | 7.2 | 1317 |
| Humanities & Social Sciences (4 yr.) | 1086 | 2.3 | 1062 | 1329 | 1.4 | 1311 | 1603 | (1.7) | 1632 |
| Sciences (4 yr.) | 1356 | 10.6 | 1226 | 1733 | 8.2 | 1602 | 2262 | 9.9 | 2059 |
| Architecture (4/5 yr.) | 1130 | 9.7 | 1030 | 1395 | 5.0 | 1329 | 1821 | 14.0 | 1598 |
| Nursing and Allied Health (4 yr.) | 1156 | 9.9 | 1052 | 1516 | 16.5 | 1301 | 1908 | 19.0 | 1603 |
| Medical/Nursing and Related (2 yr.) | 1098 | 21.9 | 901 | 1250 | 9.8 | 1138 | 1506 | 41.1 | 1067 |
| Criminal Justice (4 yr.) | 1231 | 13.7 | 1083 | 1503 | 15.8 | 1298 | 1745 | 14.7 | 1522 |
| Criminal Justice & Law Enforcement (2 yr.) | 1058 | 12.2 | 943 | 1205 | (4.7) | 1265 | 1385 | 1.2 | 1368 |
| Graphic & Commercial Arts (2 yr.) | 999 | 14.8 | 870 | 1176 | 3.9 | 1132 | 1638 | 43.9 | 1138 |

* Includes salaries from the following Midwestern states: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Ohio and Wisconsin.

** Where prior work experience is not a consideration.

*** Given only if data for both years was significant.



BEST COPY AVAILABLE

# COMPARATIVE RANKING OF BENEFITS & RANK GROUPINGS 1990

## Benefits Provided to Cooperative Education Student Employees by Employers

| BENEFITS | Midwest Region Ranking | | Bachelors Level Ranking | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Bachelors | Associates | Kentucky | Michigan | Ohio | Illinois | Indiana | Minnesota & Wisconsin | Iowa & Missouri |
| Paid Holidays | 1 | (1) | 1 | 1 | 1 | 1 | 1 | 2 | 1 |
| Business Travel Expenses | (2) | 2 | 1 | 2 | (2) | 2 | 2 | (1) | (3) |
| Paid Sick Days | 4 | 3 | (4) | 12 | 4 | (3) | (5) | 4 | 6 |
| Retirement Credit | 7 | 8 | 14 | (4) | 5 | 9 | 7 | [12] | 11 |
| Paid Vacation | 8 | 6 | [11] | 7 | 7 | 4 | 8 | 9 | 8 |
| Medical Hospitalization Insurance | 5 | 3 | 6 | 3 | 6 | 4 | 6 | [7] | 5 |
| Life Insurance | 10 | 7 | 8 | 9 | 7 | 7 | 10 | 16 | 7 |
| Interview Travel Expenses for Out-of-town Co-op Students | 3 | 12 | 3 | 6 | 3 | 7 | 3 | 2 | 2 |
| Handicapped Worker Accomodations | 8 | [11] | 9 | 10 | [9] | [12] | 8 | 8 | 4 |
| Seniority | [12] | 10 | 9 | 5 | 16 | 13 | 14 | [12] | 15 |
| Paid Days Off (Funeral, Personal, & Military) | 6 | 5 | 6 | 8 | 15 | 6 | 4 | 5 | 8 |
| Travel Expenses to/from Job Location | 11* | [19] | 5 | 13 | 10 | 10 | [12] | 6 | 16 |
| Dental Insurance | 14 | 9 | [11] | 16 | 13 | 10 | 11 | 10 | [10] |
| Products/ Services Discount | 13 | 13 | 16 | 11 | 11 | 16 | 13 | [12] | 16 |
| Longevity | 16 | 17 | [11] | [19] | 12 | 15 | 14 | [12] | 19 |
| Profit Sharing | 15 | 14 | [19] | 13 | 13 | 13 | 16 | 11 | [18] |
| Vision Plan | 20 | 15 | 17 | 19 | 18 | 16 | [18] | 18 | 12 |
| Subsidized Housing and/or Meals | 19 | 20 | 14 | 20 | 18 | [20] | 19 | 16 | 13 |
| Stock Options | [18] | 18 | | [15] | 20 | 19 | 20 | 20 | 20 |
| Tuition Aid During School Periods | 17 | 16 | 14 | 17 | [17] | 16 | 17 | 19 | 13 |
| Useable Employer Responses | 648 | 148 | 28 | 147 | 216 | 82 | 68 | 45 | 62 |

(○) About 50% or more of the employers provide this benefit and those benefits ranked higher.

[ ] About 25% or more of the employers provide this benefit and those benefits ranked higher.

[ ] About 10% or more of the employers provide this benefit and those benefits ranked higher.

Note: *If the rank order bracketed by the 25th percentile is 11, this means that all benefits ranked 11 through 1 are provided by 25% or a higher percentage of employers in the Midwest to their cooperative education student employees.

# ILLINOIS

## 1990 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES

### BACHELORS DEGREE LEVEL

| Curriculum | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average* Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| **Business** | | | | | | | | | |
| All Business | $1181 | $1201 | (26) | $1401 | $1439 | (20) | $1740 | $1755 | (19) |
| Accounting | 1283 | 1344 | (10) | 1430 | 1490 | (9) | 1938 | 1979 | (8) |
| Banking & Finance | 989 | 989 | (2) | 1204 | 1204 | (1) | - | - | (0) |
| Management | 1206 | 1280 | (5) | 1383 | 1490 | (3) | 1530 | 1525 | (4) |
| Management Info. Sys. | 1086 | 1086 | (2) | 1634 | 1634 | (1) | 2175 | 2175 | (1) |
| Marketing | 1099 | 1032 | (7) | 1362 | 1342 | (6) | 1545 | 1541 | (6) |
| **Humanities & Social Sci.** | | | | | | | | | |
| All H & SS | 781 | 810 | (8) | 1080 | 1099 | (4) | 980 | 980 | (4) |
| Humanities | 762 | 780 | (5) | 1007 | 1032 | (3) | 980 | 980 | (2) |
| Social Sciences | 812 | 860 | (3) | 1300 | 1300 | (1) | 980 | 980 | (2) |
| **Sciences** | | | | | | | | | |
| All Sciences | 1286 | 1226 | (20) | 1744 | 1770 | (13) | 1975 | 2048 | (9) |
| Agriculture | 903 | 903 | (2) | 946 | 946 | (1) | 1376 | 1376 | (1) |
| Biological | 1075 | 1075 | (2) | 1720 | 1720 | (1) | 2000 | 2000 | (1) |
| Computer Science | 1464 | 1376 | (7) | 1827 | 1892 | (5) | 1949 | 2167 | (3) |
| Chemistry | 1408 | 1290 | (5) | 1857 | 1860 | (4) | 2277 | 2276 | (2) |
| Mathematics | 1075 | 1075 | (2) | 1720 | 1720 | (1) | 2000 | 2000 | (1) |
| Physics | 1161 | 1161 | (2) | 1720 | 1720 | (1) | 2000 | 2000 | (1) |
| **Engineering** | | | | | | | | | |
| All Engineering | 1504 | 1526 | (55) | 1836 | 1882 | (48) | 2540 | 2598 | (45) |
| Chemical | 1536 | 1547 | (11) | 1929 | 1924 | (9) | 2800 | 2834 | (9) |
| Civil | 1421 | 1484 | (9) | 1765 | 1837 | (8) | 2232 | 2200 | (8) |
| Elec., Electron. & Comp. Engineering | 576 | 1570 | (11) | 1870 | 1908 | (10) | 2594 | 2610 | (9) |
| Industrial | 1416 | 1520 | (7) | 1739 | 1836 | (7) | 2343 | 2565 | (6) |
| Mechanical | 1547 | 1539 | (16) | 1842 | 1884 | (14) | 2604 | 2688 | (3) |
| Engineering Technology | 1032 | 1032 | (1) | - | - | (0) | - | - | (0) |
| **Other** | | | | | | | | | |
| Architecture | 1032 | 1032 | (2) | 1376 | 1376 | (1) | 1548 | 1548 | (1) |
| Economics | 860 | 860 | (1) | - | - | (0) | - | - | (0) |
| Nursing & Allied Health | 860 | 860 | (1) | - | - | (0) | - | - | (0) |
| Criminal Justice | 1024 | 1024 | (2) | 1187 | 1187 | (1) | - | - | (0) |

* Where prior work experience is not a consideration

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 1181 | $1201 | (26) | 50th Percentile |

# ILLINOIS
# 1990
## BACHELORS DEGREE LEVEL STUDENTS
### Benefits Provided to Cooperative Education Student Employees by Employers

| Percentage and Number of Employers Offering Each Benefit | Business | Humanities | Social Sciences | Sciences | Engineering | Others** | All Bachelors | Rank Order |
|---|---|---|---|---|---|---|---|---|
| Life Insurance | 41.2% | 20.0% | 33.3% | 25.0% | 50.0% | 0.0% | 38.7% | |
| | 7 | 1 | 1 | 2 | 13 | 0 | 24 | 7 |
| Medical Hospitalization Insurance | 41.2 | 20.0 | 33.3 | 37.5 | 57.7 | 0.0 | 43.5 | |
| | 7 | 1 | 1 | 3 | 15 | 0 | 27 | 4 |
| Dental Insurance | 35.3 | 20.0 | 33.3 | 25.0 | 34.6 | 0.0 | 30.6 | |
| | 6 | 1 | 1 | 2 | 9 | 0 | 19 | 10 |
| Vision Plan | 11.8 | 0.0 | 0.0 | 25.0 | 19.2 | 0.0 | 14.5 | |
| | 2 | 0 | 0 | 2 | 5 | 0 | 9 | 16 |
| Paid Vacation | 41.2 | 40.0 | 66.7 | 37.5 | 50.0 | 0.0 | 43.5 | |
| | 7 | 2 | 2 | 3 | 13 | 0 | 27 | 4 |
| Paid Sick Days | 47.1 | 40.0 | 66.7 | 62.5 | 61.5 | 0.0 | 53.2 | |
| | 8 | 2 | 2 | 5 | 16 | 0 | 33 | 3 |
| Retirement Credit | 23.5 | 20.0 | 33.3 | 37.5 | 42.3 | 0.0 | 35.5 | |
| | 4 | 1 | 1 | 5 | 11 | 0 | 22 | 9 |
| Seniority | 11.8 | 0.0 | 0.0 | 50.0 | 26.9 | 0.0 | 20.9 | |
| | 2 | 0 | 0 | 4 | 7 | 0 | 13 | 13 |
| Longevity | 5.9 | 0.0 | 0.0 | 50.0 | 19.2 | 0.0 | 16.1 | |
| | 1 | 0 | 0 | 4 | 5 | 0 | 10 | 15 |
| Paid Holidays | 52.9 | 80.0 | 66.7 | 87.5 | 84.6 | 0.0 | 66.1 | |
| | 9 | 1 | 2 | 7 | 22 | 0 | 41 | 1 |
| Paid Days Off (Funeral, Personal, & Military) | 35.3 | 80.0 | 66.7 | 37.5 | 53.9 | 0.0 | 41.9 | |
| | 6 | 1 | 2 | 3 | 14 | 0 | 26 | 6 |
| Subsidized Housing and/or Meals | 5.9 | 0.0 | 0.0 | 25.0 | 11.5 | 0.0 | 9.7 | |
| | 1 | 0 | 0 | 2 | 3 | 0 | 6 | 20 |
| Products/Services Discount | 23.5 | 20.0 | 33.3 | 12.5 | 7.7 | 0.0 | 14.5 | |
| | 4 | 1 | 1 | 1 | 2 | 0 | 9 | 16 |
| Handicapped Worker Accomodation | 23.5 | 20.0 | 33.3 | 50.0 | 26.9 | 0.0 | 27.4 | |
| | 4 | 1 | 1 | 4 | 7 | 0 | 17 | 12 |
| Business Travel Expenses | 58.8 | 60.0 | 0.0 | 75.0 | 65.4 | 33.3 | 61.3 | |
| | 10 | 3 | 0 | 6 | 17 | 1 | 38 | 2 |
| Profit Sharing | 41.2 | 0.0 | 0.0 | 25.0 | 19.2 | 0.0 | 22.6 | |
| | 7 | 0 | 0 | 2 | 5 | 0 | 14 | 13 |
| Stock Options | 23.5 | 0.0 | 0.0 | 12.5 | 11.5 | 0.0 | 12.9 | |
| | 4 | 0 | 0 | 1 | 3 | 0 | 8 | 19 |
| Tuition Aid During School Periods | 17.7 | 0.0 | 0.0 | 25.0 | 15.4 | 0.0 | 14.5 | |
| | 3 | 0 | 0 | 2 | 4 | 0 | 9 | 16 |
| Travel Expenses to/from Job Location | 23.5 | 0.0 | 0.0 | 50.0 | 42.3 | 0.0 | 30.6 | |
| | 4 | 0 | 0 | 4 | 11 | 0 | 19 | 10 |
| Interview Travel Expenses for out-of-town Co-op Students | 17.7 | 20.0 | 33.3 | 50.0 | 57.7 | 0.0 | 38.7 | |
| | 3 | 1 | 1 | 4 | 15 | 0 | 24 | 7 |
| | 17* | 5 | 3 | 8 | 26 | 3 | 62 | |

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

# INDIANA
## 1990 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
### BACHELORS DEGREE LEVEL

| Curriculum | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average* Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| **Business** | | | | | | | | | |
| All Business | $1303 | $1350 | (32) | $1624 | $1636 | (31) | $2168 | $2247 | (32) |
| Accounting | 1259 | 1300 | (11) | 1609 | 1591 | (10) | 2099 | 2175 | (10) |
| Banking & Finance | 1283 | 1307 | (3) | 1642 | 1582 | (3) | 2305 | 2333 | (3) |
| Management | 1265 | 1259 | (4) | 1534 | 1551 | (4) | 2090 | 2300 | (5) |
| Management Info. Sys. | 1367 | 1382 | (6) | 1677 | 1614 | (6) | 2205 | 2267 | (6) |
| Marketing | 1337 | 1456 | (8) | 1643 | 1770 | (8) | 2223 | 2258 | (8) |
| **Humanities & Social Sci.** | | | | | | | | | |
| All H & SS | 1260 | 1237 | (5) | 1609 | 1581 | (5) | 2013 | 2100 | (6) |
| Humanities | 1252 | 1214 | (3) | 1567 | 1520 | (3) | 2072 | 2100 | (3) |
| Social Sciences | 1271 | 1271 | (2) | 1672 | 1672 | (2) | 1954 | 2100 | (3) |
| **Sciences** | | | | | | | | | |
| All Sciences | 1333 | 1359 | (17) | 1685 | 1655 | (16) | 2354 | 2357 | (15) |
| Agriculture | 1456 | 1456 | (1) | 1824 | 1824 | (1) | 2433 | 2433 | (1) |
| Biological | 1456 | 1456 | (1) | 1824 | 1824 | (1) | 2433 | 2433 | (1) |
| Computer Science | 1341 | 1304 | (6) | 1707 | 1600 | (5) | 2416 | 2381 | (4) |
| Chemistry | 1320 | 1456 | (5) | 1618 | 1628 | (5) | 2262 | 2300 | (5) |
| Mathematics | 1271 | 1271 | (2) | 1672 | 1672 | (2) | 2367 | 2367 | (2) |
| Physics | 1271 | 1271 | (2) | 1672 | 1672 | (2) | 2367 | 2367 | (2) |
| **Engineering** | | | | | | | | | |
| All Engineering | 1463 | 1472 | (80) | 1877 | 1888 | (76) | 2568 | 2585 | (83) |
| Chemical | 1514 | 1528 | (11) | 1861 | 1900 | (11) | 2637 | 2700 | (10) |
| Civil | 1318 | 1305 | (8) | 1567 | 1664 | (8) | 2427 | 2400 | (7) |
| Elec., Electron. & Comp. Engineering | 1504 | 1528 | (15) | 1901 | 1875 | (14) | 2592 | 2613 | (16) |
| Industrial | 1468 | 1484 | (14) | 1902 | 1978 | (14) | 2528 | 2500 | (15) |
| Mechanical | 1490 | 1527 | (23) | 1950 | 1918 | (21) | 2591 | 2616 | (26) |
| Engineering Technology | 1380 | 1300 | (9) | 1795 | 1882 | (8) | 2563 | 2600 | (9) |
| **Other** | | | | | | | | | |
| Architecture | 1456 | 1456 | (1) | 1824 | 1824 | (1) | 2433 | 2433 | (1) |
| Economics | 1335 | 1335 | (2) | 1592 | 1592 | (2) | 2058 | 2058 | (2) |
| Nursing & Allied Health | 1327 | 1326 | (3) | 1450 | 1326 | (3) | 2102 | 2026 | (3) |
| Criminal Justice | 1328 | 1328 | (2) | 1824 | 1824 | (1) | 1888 | 1888 | (2) |

* Where prior work experience is not a consideration

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 1303 | $1350 | (32) | 50th Percentile |

# INDIANA
# 1990
## BACHELORS DEGREE LEVEL STUDENTS
### Benefits Provided to Cooperative Education Student Employees by Employers

| Percentage and Number of Employers Offering Each Benefit | Business | Humanities | Social Sciences | Sciences | Engineering | Others** | All Bachelors | Rank Order |
|---|---|---|---|---|---|---|---|---|
| Life Insurance | 33.3% | 33.3% | 0.0% | 22.2% | 36.4% | 60.0% | 33.8% | |
| | 5 | 1 | 0 | 2 | 12 | 3 | 23 | 10 |
| Medical Hospitalization Insurance | 40.0 | 66.7 | 33.3 | 33.3 | 45.5 | 80.0 | 45.6 | |
| | 6 | 2 | 1 | 3 | 15 | 4 | 31 | 6 |
| Dental Insurance | 20.0 | 33.3 | 33.3 | 33.3 | 33.3 | 40.0 | 30.9 | |
| | 3 | 1 | 1 | 3 | 11 | 2 | 21 | 11 |
| Vision Plan | 6.7 | 0.0 | 0.0 | 11.1 | 12.1 | 20.0 | 10.3 | |
| | 1 | 0 | 0 | 1 | 4 | 1 | 7 | 18 |
| Paid Vacation | 40.0 | 33.3 | 0.0 | 22.2 | 42.4 | 60.0 | 38.2 | |
| | 6 | 1 | 0 | 2 | 14 | 3 | 26 | 8 |
| Paid Sick Days | 53.3 | 66.7 | 33.3 | 44.4 | 42.4 | 80.0 | 48.5 | |
| | 8 | 2 | 1 | 4 | 14 | 4 | 33 | 5 |
| Retirement Credit | 33.3 | 66.7 | 66.7 | 33.3 | 39.4 | 60.0 | 41.2 | |
| | 5 | 2 | 2 | 3 | 13 | 3 | 28 | 7 |
| Seniority | 20.0 | 0.0 | 0.0 | 11.1 | 30.3 | 0.0 | 20.6 | |
| | 3 | 0 | 0 | 1 | 10 | 0 | 14 | 14 |
| Longevity | 20.0 | 33.3 | 33.3 | 21.2 | 21.2 | 0.0 | 20.6 | |
| | 3 | 1 | 1 | 2 | 7 | 0 | 14 | 14 |
| Paid Holidays | 73.3 | 66.7 | 66.7 | 66.7 | 87.9 | 80.0 | 79.4 | |
| | 11 | 2 | 2 | 6 | 29 | 4 | 54 | 1 |
| Paid Days Off (Funeral, Personal, & Military) | 60.0 | 66.7 | 66.7 | 55.6 | 48.5 | 60.0 | 54.4 | |
| | 9 | 2 | 2 | 5 | 16 | 3 | 37 | 4 |
| Subsidized Housing and/or Meals | 20.0 | 0.0 | 0.0 | 0.0 | 9.1 | 0.0 | 8.8 | |
| | 3 | 0 | 0 | 0 | 3 | 0 | 6 | 19 |
| Products/Services Discount | 26.7 | 0.0 | 0.0 | 22.2 | 30.3 | 0.0 | 23.5 | |
| | 4 | 0 | 0 | 2 | 10 | 0 | 16 | 13 |
| Handicapped Worker Accomodation | 40.0 | 33.3 | 66.7 | 44.4 | 33.3 | 40.0 | 38.2 | |
| | 6 | 1 | 2 | 4 | 11 | 2 | 26 | 8 |
| Business Travel Expenses | 60.0 | 66.7 | 66.7 | 44.4 | 66.7 | 60.0 | 60.3 | |
| | 9 | 2 | 2 | 4 | 22 | 3 | 41 | 2 |
| Profit Sharing | 20.0 | 0.0 | 0.0 | 11.1 | 21.2 | 0.0 | 16.2 | |
| | 3 | 0 | 0 | 1 | 7 | 0 | 11 | 16 |
| Stock Options | 0.0 | 0.0 | 0.0 | 0.0 | 9.1 | 20.0 | 5.9 | |
| | 0 | 0 | 0 | 0 | 3 | 1 | 4 | 20 |
| Tuition Aid During School Periods | 6.7 | 0.0 | 0.0 | 11.1 | 24.2 | 0.0 | 14.7 | |
| | 1 | 0 | 0 | 1 | 8 | 0 | 1 | 17 |
| Travel Expenses to/from Job Location | 33.3 | 0.0 | 0.0 | 22.2 | 36.4 | 20.0 | 29.4 | |
| | 5 | 0 | 0 | 2 | 12 | 1 | 20 | 12 |
| Interview Travel Expenses for out-of-town Co-op Students | 60.0 | 0.0 | 33.3 | 55.6 | 66.7 | 0.0 | 58.8 | |
| | 9 | 0 | 3 | 5 | 22 | 0 | 40 | 3 |
| | 15* | 3 | 3 | 9 | 33 | 5 | 68 | |

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

# 1990 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES

## BACHELORS DEGREE LEVEL

| Curriculum | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average* Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| **Business** | | | | | | | | | |
| All Business | $1158 | $1192 | (41) | $1373 | $1351 | (40) | $1762 | $1817 | (34) |
| Accounting | 1075 | 1136 | (14) | 1325 | 1250 | (14) | 1683 | 1783 | (13) |
| Banking & Finance | 1233 | 1226 | (5) | 1340 | 1338 | (5) | 1839 | 1805 | (4) |
| Management | 1096 | 1135 | (8) | 1322 | 1386 | (7) | 1687 | 1730 | (6) |
| Management Info. Sys. | 1315 | 1304 | (9) | 1515 | 1457 | (9) | 1891 | 1907 | (8) |
| Marketing | 1134 | 1208 | (5) | 1360 | 1408 | (5) | 1807 | 1916 | (3) |
| **Humanities & Social Sci.** | | | | | | | | | |
| All H & SS | 1097 | 1159 | (15) | 1239 | 1296 | (13) | 1516 | 1519 | (11) |
| Humanities | 1079 | 1169 | (8) | 1209 | 1251 | (7) | 1603 | 1689 | (6) |
| Social Sciences | 1117 | 1147 | (7) | 1273 | 1348 | (6) | 1411 | 1316 | (5) |
| **Sciences** | | | | | | | | | |
| All Sciences | 1121 | 1118 | (16) | 1457 | 1464 | (16) | 2137 | 2145 | (14) |
| Agriculture | 774 | 774 | (1) | 774 | 774 | (1) | 2500 | 2500 | (1) |
| Biological | 774 | 774 | (1) | 774 | 774 | (1) | 2500 | 2500 | (1) |
| Computer Science | 1213 | 1207 | (10) | 1604 | 1614 | (10) | 2104 | 2117 | (9) |
| Chemistry | 1066 | 1066 | (4) | 1432 | 1432 | (4) | 1994 | 1994 | (3) |
| Mathematics | - | - | (0) | - | - | (0) | - | - | (0) |
| Physics | - | - | (0) | - | - | (0) | - | - | (0) |
| **Engineering** | | | | | | | | | |
| All Engineering | 1381 | 1384 | (70) | 1647 | 1713 | (58) | 2375 | 2445 | (59) |
| Chemical | 1395 | 1411 | (9) | 1754 | 1768 | (7) | 2361 | 2451 | (7) |
| Civil | 1445 | 1395 | (5) | 1626 | 1700 | (4) | 2327 | 2307 | (5) |
| Elec., Electron. & Comp. Engineering | 1489 | 1550 | (18) | 1699 | 1812 | (14) | 2487 | 2587 | (16) |
| Industrial | 1355 | 1309 | (12) | 1643 | 1715 | (11) | 2324 | 2395 | (9) |
| Mechanical | 1340 | 1331 | (20) | 1625 | 1679 | (17) | 2391 | 2444 | (18) |
| Engineering Technology | 1170 | 1163 | (6) | 1450 | 1476 | (5) | 2048 | 2150 | (4) |
| **Other** | | | | | | | | | |
| Architecture | - | - | (0) | - | - | (0) | - | - | (0) |
| Economics | 1320 | 1320 | (1) | 1320 | 1320 | (1) | 2090 | 2090 | (1) |
| Nursing & Allied Health | 800 | 800 | (1) | 1800 | 1800 | (1) | - | - | (0) |
| Criminal Justice | - | - | (0) | - | - | (0) | - | - | (0) |

* Where prior work experience is not a consideration

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 1158 | $1192 | (41) | 50th Percentile |

# IOWA & MISSOURI
# 1990
## BACHELORS DEGREE LEVEL STUDENTS
### Benefits Provided to Cooperative Education Student Employees by Employers

| Percentage and Number of Employers Offering Each Benefit | Business | Humanities | Social Sciences | Sciences | Engineering | Others** | All Bachelors | Rank Order |
|---|---|---|---|---|---|---|---|---|
| Life Insurance | 31.6% | 25.0% | 37.5% | 33.3% | 30.3% | 50.0% | 31.7% | |
| | 6* | 2 | 3 | 4 | 10 | 1 | 26 | 7 |
| Medical Hospitalization Insurance | 36.8 | 37.5 | 50.0 | 33.3 | 30.3 | 50.0 | 35.4 | |
| | 7 | 3 | 4 | 4 | 10 | 1 | 29 | 5 |
| Dental Insurance | 26.3 | 25.0 | 25.0 | 25.0 | 24.2 | 50.0 | 25.6 | |
| | 5 | 2 | 2 | 3 | 8 | 1 | 21 | 10 |
| Vision Plan | 15.8 | 50.0 | 12.5 | 16.7 | 12.1 | 50.0 | 18.3 | |
| | 3 | 4 | 1 | 2 | 4 | 1 | 15 | 12 |
| Paid Vacation | 31.6 | 25.0 | 37.5 | 25.0 | 21.2 | 50.0 | 26.8 | |
| | 6 | 2 | 3 | 3 | 7 | 1 | 22 | 8 |
| Paid Sick Days | 42.1 | 25.0 | 37.5 | 33.3 | 30.3 | 50.0 | 34.1 | |
| | 8 | 2 | 3 | 4 | 10 | 1 | 28 | 6 |
| Retirement Credit | 10.5 | 37.5 | 50.0 | 25.0 | 21.2 | 0.0 | 23.2 | |
| | 2 | 3 | 4 | 3 | 7 | 0 | 19 | 11 |
| Seniority | 5.3 | 25.0 | 12.5 | 33.3 | 12.1 | 0.0 | 14.6 | |
| | 1 | 2 | 1 | 4 | 4 | 0 | 12 | 15 |
| Longevity | 5.3 | 12.5 | 12.5 | 8.3 | 9.1 | 0.0 | 8.5 | |
| | 1 | 1 | 1 | 1 | 3 | 0 | 7 | 19 |
| Paid Holidays | 68.4 | 50.0 | 62.5 | 91.7 | 81.8 | 100 | 72.0 | |
| | 13 | 4 | 5 | 11 | 27 | 2 | 59 | 1 |
| Paid Days Off (Funeral, Personal, & Military) | 21.1 | 25.0 | 25.0 | 25.0 | 30.3 | 50.0 | 26.8 | |
| | 4 | 2 | 2 | 3 | 10 | 1 | 22 | 8 |
| Subsidized Housing and/or Meals | 42.1 | 37.5 | 37.5 | 0.0 | 0.0 | 0.0 | 17.1 | |
| | 8 | 3 | 3 | 0 | 0 | 0 | 14 | 13 |
| Products/Services Discount | 10.5 | 12.5 | 12.5 | 8.3 | 18.2 | 0.0 | 13.4 | |
| | 2 | 1 | 1 | 1 | 6 | 0 | 11 | 16 |
| Handicapped Worker Accomodation | 52.6 | 37.5 | 50.0 | 58.3 | 30.3 | 50.0 | 42.7 | |
| | 10 | 3 | 4 | 7 | 10 | 1 | 35 | 4 |
| Business Travel Expenses | 47.4 | 12.5 | 12.5 | 58.3 | 63.6 | 50.0 | 48.8 | |
| | 9 | 1 | 1 | 7 | 21 | 1 | 40 | 3 |
| Profit Sharing | 10.5 | 0.0 | 0.0 | 25.0 | 9.1 | 50.0 | 11.0 | |
| | 2 | 0 | 0 | 3 | 3 | 1 | 9 | 18 |
| Stock Options | 5.3 | 0.0 | 0.0 | 8.3 | 0.0 | 0.0 | 2.4 | |
| | 1 | 0 | 0 | 1 | 0 | 0 | 2 | 20 |
| Tuition Aid During School Periods | 21.1 | 50.0 | 12.5 | 16.7 | 9.1 | 0.0 | 17.1 | |
| | 4 | 4 | 1 | 2 | 3 | 0 | 14 | 13 |
| Travel Expenses to/from Job Location | 10.5 | 0.0 | 0.0 | 25.0 | 18.2 | 0.0 | 13.4 | |
| | 2 | 0 | 0 | 3 | 6 | 0 | 11 | 16 |
| Interview Travel Expenses for out-of-town Co-op Students | 47.4 | 12.5 | 12.5 | 66.7 | 63.6 | 50.0 | 50.0 | |
| | 9 | 1 | 1 | 8 | 21 | 1 | 41 | 2 |
| | 19* | 8 | 8 | 12 | 33 | 2 | 82 | |

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

## BACHELORS DEGREE LEVEL

| Curriculum | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average* Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| **Business** | | | | | | | | | |
| All Business | $1005 | $985 | (9) | $1512 | $1512 | (8) | $2067 | $2067 | (3) |
| Accounting | 1090 | 1032 | (3) | 1643 | 1643 | (2) | 2250 | 2250 | (2) |
| Banking & Finance | 876 | 876 | (2) | 1420 | 1420 | (2) | 1700 | 1700 | (1) |
| Management | 952 | 952 | (1) | 1560 | 1560 | (1) | - | - | (0) |
| Management Info. Sys. | 1169 | 1169 | (1) | 1905 | 1905 | (1) | - | - | (0) |
| Marketing | 949 | 949 | (2) | 1253 | 1253 | (2) | - | - | (0) |
| **Humanities & Social Sci.** | | | | | | | | | |
| All H & SS | 698 | 698 | (3) | 756 | 756 | (3) | 11 | 1162 | (3) |
| Humanities | 671 | 671 | (2) | 757 | 757 | (2) | 910 | 910 | (2) |
| Social Sciences | 753 | 753 | (1) | 753 | 753 | (1) | 1667 | 1667 | (1) |
| **Sciences** | | | | | | | | | |
| All Sciences | 1458 | 1457 | (10) | 2006 | 2000 | (9) | 2444 | 2442 | (7) |
| Agriculture | - | - | (0) | - | - | (0) | - | - | (0) |
| Biological | 1403 | 1403 | (1) | 2165 | 2165 | (1) | - | - | (0) |
| Computer Science | 1471 | 1520 | (5) | 1935 | 1919 | (4) | 2431 | 2428 | (4) |
| Chemistry | 1594 | 1510 | (3) | 2163 | 2165 | (3) | 2700 | 2700 | (2) |
| Mathematics | 1040 | 1040 | (1) | 1664 | 1664 | (1) | 1983 | 1983 | (1) |
| Physics | - | - | (0) | - | - | (0) | - | - | (0) |
| **Engineering** | | | | | | | | | |
| All Engineering | 1490 | 1561 | (28) | 1846 | 1932 | (25) | 2683 | 2720 | (20) |
| Chemical | 1469 | 1600 | (7) | 1760 | 1800 | (6) | 2914 | 2905 | (5) |
| Civil | 1358 | 1405 | (4) | 1602 | 1678 | (4) | 2320 | 2369 | (4) |
| Elec., Electron. & Comp. Engineering | 1572 | 1610 | (5) | 2021 | 2160 | (4) | 2711 | 2788 | (4) |
| Industrial | 1535 | 1591 | (3) | 1999 | 2155 | (3) | 2815 | 2815 | (1) |
| Mechanical | 1516 | 1591 | (7) | 1817 | 1916 | (6) | 2727 | 2780 | (5) |
| Engineering Technology | 1457 | 1457 | (2) | 2095 | 2095 | (2) | 2525 | 2525 | (1) |
| **Other** | | | | | | | | | |
| Architecture | 1204 | 1204 | (1) | 1376 | 1776 | (1) | 1735 | 1735 | (1) |
| Economics | 1119 | 1119 | (2) | 1643 | 1642 | (2) | 2250 | 2250 | (1) |
| Nursing & Allied Health | - | - | (0) | - | - | (0) | - | - | (0) |
| Criminal Justice | - | - | (0) | - | - | (0) | - | - | (0) |

* Where prior work experience is not a consideration

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 1005 | $985 | (9) | 50th Percentile |

# KENTUCKY
# 1990
## BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

| Percentage and Number of Employers Offering Each Benefit | Business | Humanities | Social Sciences | Sciences | Engineering | Others** | All Bachelors | Rank Order |
|---|---|---|---|---|---|---|---|---|
| Life Insurance | 50.0% | 0.0% | 0.0% | 50.0% | 30.0% | 33.3% | 35.7% | |
| | 3* | 0 | 0 | 3 | 3 | 1 | 10 | 8 |
| Medical Hospitalization Insurance | 50.0 | 0.0 | 0.0 | 50.0 | 40.0 | 33.3 | 39.3 | |
| | 3 | 0 | 0 | 3 | 4 | 1 | 11 | 6 |
| Dental Insurance | 33.3 | 0.0 | 0.0 | 33.3 | 20.0 | 33.3 | 25.0 | |
| | 2 | 0 | 0 | 2 | 2 | 1 | 7 | 11 |
| Vision Plan | 16.7 | 0.0 | 0.0 | 33.3 | 10.0 | 33.3 | 17.9 | |
| | 1 | 0 | 0 | 2 | 1 | 1 | 5 | 17 |
| Paid Vacation | 50.0 | 0.0 | 0.0 | 33.3 | 10.0 | 33.3 | 25.0 | |
| | 3 | 0 | 0 | 2 | 1 | 1 | 7 | 11 |
| Paid Sick Days | 50.0 | 0.0 | 0.0 | 83.3 | 50.0 | 66.7 | 53.6 | |
| | 3 | 0 | 0 | 5 | 5 | 2 | 15 | 4 |
| Retirement Credit | 33.3 | 0.0 | 0.0 | 33.3 | 10.0 | 33.3 | 21.4 | |
| | 2 | 0 | 0 | 2 | 1 | 1 | 6 | 14 |
| Seniority | 16.7 | 0.0 | 0.0 | 33.3 | 40.0 | 33.3 | 28.6 | |
| | 1 | 0 | 0 | 2 | 4 | 1 | 8 | 9 |
| Longevity | 16.7 | 0.0 | 0.0 | 50.0 | 20.0 | 33.3 | 25.0 | |
| | 1 | 0 | 0 | 3 | 2 | 1 | 7 | 11 |
| Paid Holidays | 83.3 | 0.0 | 0.0 | 100 | 70.0 | 66.7 | 71.4 | |
| | 5 | 0 | 0 | 6 | 7 | 2 | 20 | 1 |
| Paid Days Off (Funeral, Personal, & Military) | 50.0 | 0.0 | 0.0 | 33.3 | 40.0 | 66.7 | 39.3 | |
| | 3 | 0 | 0 | 2 | 4 | 2 | 11 | 6 |
| Subsidized Housing and/or Meals | 50.0 | 0.0 | 0.0 | 33.3 | 10.0 | 0.0 | 21.4 | |
| | 3 | 0 | 0 | 2 | 1 | 0 | 6 | 14 |
| Products/Services Discount | 16.7 | 50.0 | 0.0 | 16.7 | 10.0 | 33.3 | 17.9 | |
| | 1 | 1 | 0 | 1 | 1 | 1 | 5 | 18 |
| Handicapped Worker Accomodation | 16.7 | 0.0 | 0.0 | 33.3 | 40.0 | 33.3 | 28.6 | |
| | 1 | 0 | 0 | 2 | 4 | 1 | 8 | 9 |
| Business Travel Expenses | 50.0 | 50.0 | 0.0 | 100 | 80.0 | 66.7 | 71.4 | |
| | 3 | 1 | 0 | 6 | 8 | 2 | 20 | 1 |
| Profit Sharing | 16.7 | 0.0 | 0.0 | 16.7 | 10.0 | 33.3 | 14.3 | |
| | 1 | 0 | 0 | 1 | 1 | 1 | 4 | 19 |
| Stock Options | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | |
| | 0 | 0 | 0 | 0 | 0 | 0 | 0 | - |
| Tuition Aid During School Periods | 0.0 | 0.0 | 0.0 | 16.7 | 50.0 | 0.0 | 21.4 | |
| | 0 | 0 | 0 | 1 | 5 | 0 | 6 | 14 |
| Travel Expenses to/from Job Location | 33.3 | 0.0 | 0.0 | 66.7 | 40.0 | 66.7 | 42.9 | |
| | 2 | 0 | 0 | 4 | 4 | 2 | 12 | 5 |
| Interview Travel Expenses for out-of-town Co-op Students | 33.3 | 0.0 | 0.0 | 100 | 70.0 | 66.7 | 60.7 | |
| | 2 | 0 | 0 | 6 | 7 | 2 | 17 | 3 |
| | 6* | 2 | 1 | 6 | 10 | 3 | 28 | |

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

# MICHIGAN
## 1990 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
### BACHELORS DEGREE LEVEL

| Curriculum | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average* Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| **Business** | | | | | | | | | |
| All Business | $1311 | $1323 | (87) | $1678 | $1650 | (76) | $2092 | $2183 | (75) |
| Accounting | 1330 | 1317 | (29) | 1665 | 1612 | (25) | 2062 | 2150 | (25) |
| Banking & Finance | 1280 | 1327 | (16) | 1618 | 1497 | (13) | 2072 | 2200 | (14) |
| Management | 1299 | 1317 | (13) | 1737 | 1780 | (11) | 2105 | 2200 | (12) |
| Management Info. Sys. | 1397 | 1378 | (16) | 1780 | 1803 | (15) | 2184 | 2300 | (12) |
| Marketing | 1215 | 1270 | (13) | 1590 | 1587 | (12) | 2075 | 2100 | (12) |
| **Humanities & Social Sci.** | | | | | | | | | |
| All H & SS | 1264 | 1319 | (19) | 1497 | 1524 | (19) | 1763 | 1950 | (14) |
| Humanities | 1262 | 1312 | (9) | 1461 | 1495 | (9) | 1697 | 1750 | (7) |
| Social Sciences | 1265 | 1325 | (10) | 1529 | 1551 | (10) | 1829 | 2150 | (7) |
| **Sciences** | | | | | | | | | |
| All Sciences | 1389 | 1397 | (56) | 1789 | 1759 | (53) | 2315 | 2462 | (41) |
| Agriculture | 1438 | 1440 | (3) | 1799 | 1880 | (3) | 2343 | 2343 | (2) |
| Biological | 1399 | 1440 | (6) | 1840 | 1880 | (6) | 2521 | 2667 | (4) |
| Computer Science | 1338 | 1325 | (21) | 1700 | 1550 | (19) | 2149 | 2350 | (15) |
| Chemistry | 1379 | 1440 | (14) | 1775 | 1806 | (13) | 2313 | 2416 | (12) |
| Mathematics | 1474 | 1441 | (6) | 1918 | 1950 | (6) | 2521 | 2667 | (4) |
| Physics | 1474 | 1441 | (6) | 1918 | 1950 | (6) | 2521 | 2667 | (4) |
| **Engineering** | | | | | | | | | |
| All Engineering | 1508 | 1505 | (112) | 2006 | 2034 | (106) | 2572 | 2487 | (100) |
| Chemical | 1572 | 1544 | (14) | 2100 | 2150 | (13) | 2633 | 2696 | (14) |
| Civil | 1512 | 1510 | (9) | 2021 | 2080 | (8) | 2531 | 2548 | (7) |
| Elec., Electron. & Comp. Engineering | 1517 | 1490 | (29) | 1989 | 1984 | (28) | 2621 | 2663 | (26) |
| Industrial | 1504 | 1485 | (14) | 2033 | 2060 | (14) | 2552 | 2723 | (11) |
| Mechanical | 1488 | 1510 | (36) | 1959 | 2000 | (35) | 2563 | 2616 | (35) |
| Engineering Technology | 1463 | 1498 | (10) | 1958 | 2080 | (8) | 2386 | 2400 | (7) |
| **Other** | | | | | | | | | |
| Architecture | 1208 | 1307 | (8) | 1476 | 1522 | (6) | 1809 | 1850 | (4) |
| Economics | 1298 | 1333 | (3) | 1702 | 1650 | (3) | 2150 | 2150 | (2) |
| Nursing & Allied Health | 1169 | 1333 | (3) | 1487 | 1495 | (3) | 1580 | 1580 | (2) |
| Criminal Justice | 1304 | 1333 | (3) | 1502 | 1495 | (3) | 1602 | 1602 | (2) |

* Where prior work experience is not a consideration

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 1311 | $1323 | (87) | 50th Percentile |

# MICHIGAN
# 1990
## BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

| Percentage and Number of Employers Offering Each Benefit | Business | Humanities | Social Sciences | Sciences | Engineering | Others** | All Bachelors | Rank Order |
|---|---|---|---|---|---|---|---|---|
| Life Insurance | 40.5% | 55.6% | 60.0% | 31.0% | 44.4% | 33.3% | 41.5% | |
| | 17 | 5 | 6 | 9 | 20 | 4 | 61 | 9 |
| Medical Hospitalization Insurance | 52.4 | 55.6 | 70.0 | 41.4 | 55.6 | 41.7 | 51.7 | |
| | 22 | 5 | 7 | 12 | 25 | 5 | 76 | 3 |
| Dental Insurance | 26.2 | 11.1 | 20.0 | 17.2 | 26.7 | 8.3 | 21.8 | |
| | 11 | 1 | 2 | 5 | 12 | 1 | 32 | 16 |
| Vision Plan | 11.9 | 50.0 | 10.0 | 3.5 | 4.4 | 0.0 | 12.2 | |
| | 5 | 9 | 1 | 1 | 2 | 0 | 18 | 18 |
| Paid Vacation | 47.6 | 55.6 | 60.0 | 48.3 | 46.7 | 33.3 | 44.2 | |
| | 20 | 5 | 6 | 14 | 21 | 4 | 65 | 7 |
| Paid Sick Days | 33.3 | 22.2 | 30.0 | 41.4 | 40.0 | 33.3 | 36.1 | |
| | 14 | 2 | 3 | 12 | 18 | 4 | 53 | 12 |
| Retirement Credit | 45.2 | 44.4 | 50.0 | 44.8 | 66.7 | 33.3 | 51.0 | |
| | 19 | 4 | 5 | 13 | 30 | 4 | 75 | 4 |
| Seniority | 38.1 | 66.7 | 70.0 | 34.5 | 60.0 | 25.0 | 46.9 | |
| | 16 | 6 | 7 | 10 | 27 | 3 | 69 | 5 |
| Longevity | 11.9 | 22.2 | 20.0 | 3.5 | 8.9 | 8.3 | 10.2 | |
| | 5 | 2 | 2 | 1 | 4 | 1 | 15 | 19 |
| Paid Holidays | 73.8 | 55.6 | 70.0 | 69.0 | 86.7 | 58.3 | 74.1 | |
| | 31 | 5 | 7 | 20 | 39 | 7 | 109 | 1 |
| Paid Days Off (Funeral, Personal, & Military) | 40.5 | 33.3 | 50.0 | 41.4 | 48.9 | 41.7 | 43.5 | |
| | 17 | 3 | 5 | 12 | 22 | 5 | 64 | 8 |
| Subsidized Housing and/or Meals | 7.1 | 0.0 | 0.0 | 10.3 | 13.3 | 0.0 | 8.2 | |
| | 3 | 0 | 0 | 3 | 6 | 0 | 12 | 20 |
| Products/Services Discount | 38.1 | 44.4 | 50.0 | 34.5 | 46.7 | 16.7 | 39.5 | |
| | 16 | 4 | 5 | 10 | 21 | 2 | 58 | 11 |
| Handicapped Worker Accomodation | 38.1 | 33.3 | 40.0 | 41.4 | 51.1 | 16.7 | 40.8 | |
| | 16 | 3 | 4 | 12 | 23 | 2 | 60 | 10 |
| Business Travel Expenses | 61.9 | 55.6 | 80.0 | 58.6 | 73.3 | 50.0 | 64.6 | |
| | 26 | 5 | 8 | 17 | 33 | 6 | 95 | 2 |
| Profit Sharing | 23.8 | 44.4 | 40.0 | 24.1 | 35.6 | 16.7 | 29.3 | |
| | 10 | 4 | 4 | 7 | 16 | 2 | 43 | 13 |
| Stock Options | 21.4 | 55.6 | 50.0 | 17.2 | 26.7 | 25.0 | 26.5 | |
| | 9 | 5 | 5 | 5 | 12 | 3 | 39 | 15 |
| Tuition Aid During School Periods | 21.4 | 11.1 | 20.0 | 20.7 | 22.2 | 8.3 | 19.7 | |
| | 9 | 1 | 2 | 6 | 10 | 1 | 29 | 17 |
| Travel Expenses to/from Job Location | 19.1 | 33.3 | 40.0 | 24.1 | 40.0 | 25.0 | 29.3 | |
| | 8 | 3 | 4 | 7 | 18 | 3 | 43 | 13 |
| Interview Travel Expenses for out-of-town Co-op Students | 31.0 | 55.6 | 60.0 | 37.9 | 57.8 | 33.3 | 44.9 | |
| | 13 | 5 | 6 | 11 | 26 | 4 | 66 | 6 |
| | 42* | 9 | 10 | 29 | 45 | 12 | 147 | |

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

## MINNESOTA & WISCONSIN
## 1990 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES
### BACHELORS DEGREE LEVEL

| Curriculum | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average* Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| **Business** | | | | | | | | | |
| All Business | $1298 | $1302 | (13) | $1496 | $1508 | (12) | $1671 | $1706 | (10) |
| Accounting | 1390 | 1390 | (2) | 1500 | 1500 | (2) | 1625 | 1625 | (2) |
| Banking & Finance | 1453 | 1453 | (2) | 1850 | 1850 | (1) | - | - | (0) |
| Management | 1206 | 1218 | (6) | 1245 | 1265 | (7) | 1640 | 1708 | (5) |
| Management Info. Sys. | 1433 | 1433 | (2) | 1433 | 1433 | (2) | 1917 | 1917 | (2) |
| Marketing | 1080 | 1080 | (1) | 1525 | 1525 | (1) | 1430 | 1430 | (1) |
| **Humanities & Social Sci.** | | | | | | | | | |
| All H & SS | 877 | 877 | (1) | - | - | (0) | - | - | (0) |
| Humanities | - | - | (0) | - | - | (0) | - | - | (0) |
| Social Sciences | 877 | 877 | (1) | - | - | (0) | - | - | (0) |
| **Sciences** | | | | | | | | | |
| All Sciences | 1632 | 1687 | (10) | 1812 | 1837 | (10) | 1535 | 1535 | (4) |
| Agriculture | 1900 | 1900 | (1) | 2200 | 2200 | (1) | - | - | (0) |
| Biological | 1900 | 1900 | (1) | 2200 | 2200 | (1) | - | - | (0) |
| Computer Science | 1471 | 1609 | (4) | 1546 | 1609 | (4) | 1603 | 1603 | (3) |
| Chemistry | 1900 | 1900 | (1) | 2200 | 2200 | (1) | - | - | (0) |
| Mathematics | 1419 | 1419 | (2) | 1569 | 1569 | (2) | 1330 | 1330 | (1) |
| Physics | 1900 | 1900 | (1) | 2200 | 2200 | (1) | - | - | (0) |
| **Engineering** | | | | | | | | | |
| All Engineering | 1500 | 1608 | (52) | 1749 | 1737 | (52) | 2506 | 2512 | (42) |
| Chemical | 1610 | 1620 | (6) | 1926 | 1861 | (6) | 2746 | 2794 | (4) |
| Civil | 1422 | 1300 | (5) | 1632 | 1473 | (5) | 2118 | 2100 | (4) |
| Elec., Electron. & Comp. Engineering | 1533 | 1560 | (10) | 1838 | 1910 | (10) | 2641 | 2656 | (8) |
| Industrial | 1512 | 1542 | (6) | 1720 | 1758 | (6) | 2467 | 2467 | (4) |
| Mechanical | 1495 | 1507 | (20) | 1728 | 1712 | (19) | 2570 | 2576 | (17) |
| Engineering Technology | 1388 | 2481 | (5) | 1616 | 1604 | (6) | 2222 | 2205 | (5) |
| **Other** | | | | | | | | | |
| Architecture | - | - | (0) | - | - | (0) | - | - | (0) |
| Economics | - | - | (0) | - | - | (0) | - | - | (0) |
| Nursing & Allied Health | - | - | (0) | - | - | (0) | - | - | (0) |
| Criminal Justice | - | - | (0) | - | - | (0) | - | - | (0) |

* Where prior work experience is not a consideration

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 1298 | $1302 | (13) | 50th Percentile |

# MINNESOTA & WISCONSIN
## 1990
## BACHELORS DEGREE LEVEL STUDENTS
### Benefits Provided to Cooperative Education Student Employees by Employers

| Percentage and Number of Employers Offering Each Benefit | Business | Humanities | Social Sciences | Sciences | Engineering | Others** | All Bachelors | Rank Order |
|---|---|---|---|---|---|---|---|---|
| Life Insurance | 25.0% | 0.0% | 0.0% | 25.0% | 11.1% | 0.0% | 8.8% | |
| | 3* | 0 | 0 | 1 | 3 | 0 | 4 | 16 |
| Medical Hospitalization Insurance | 25.0 | 0.0 | 0.0 | 25.0 | 25.9 | 0.0 | 24.4 | |
| | 3 | 0 | 0 | 1 | 7 | 0 | 11 | 7 |
| Dental Insurance | 16.7 | 0.0 | 0.0 | 25.0 | 14.8 | 0.0 | 15.6 | |
| | 2 | 0 | 0 | 1 | 4 | 0 | 7 | 10 |
| Vision Plan | 0.0 | 0.0 | 0.0 | 0.0 | 11.1 | 0.0 | 6.7 | |
| | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 18 |
| Paid Vacation | 25.0 | 0.0 | 0.0 | 25.0 | 14.8 | 0.0 | 17.8 | |
| | 3 | 0 | 0 | 1 | 4 | 0 | 8 | 9 |
| Paid Sick Days | 33.3 | 0.0 | 0.0 | 50.0 | 25.9 | 0.0 | 33.3 | |
| | 4 | 0 | 0 | 2 | 7 | 0 | 15 | 4 |
| Retirement Credit | 8.3 | 0.0 | 0.0 | 0.0 | 14.8 | 0.0 | 11.1 | |
| | 1 | 0 | 0 | 0 | 4 | 0 | 5 | 12 |
| Seniority | 8.3 | 0.0 | 0.0 | 0.0 | 14.8 | 0.0 | 11.1 | |
| | 1 | 0 | 0 | 0 | 4 | 0 | 5 | 12 |
| Longevity | 8.3 | 0.0 | 0.0 | 25.0 | 11.1 | 0.0 | 11.1 | |
| | 1 | 0 | 0 | 1 | 3 | 0 | 5 | 12 |
| Paid Holidays | 33.3 | 0.0 | 0.0 | 50.0 | 51.9 | 0.0 | 44.4 | |
| | 4 | 0 | 0 | 2 | 14 | 0 | 20 | 2 |
| Paid Days Off (Funeral, Personal, & Military) | 25.0 | 0.0 | 0.0 | 50.0 | 29.6 | 0.0 | 28.9 | |
| | 3 | 0 | 0 | 2 | 8 | 0 | 13 | 5 |
| Subsidized Housing and/or Meals | 16.7 | 0.0 | 0.0 | 0.0 | 7.4 | 0.0 | 8.9 | |
| | 2 | 0 | 0 | 0 | 2 | 0 | 4 | 16 |
| Products/Services Discount | 16.7 | 0.0 | 0.0 | 0.0 | 11.1 | 0.0 | 11.1 | |
| | 2 | 0 | 0 | 0 | 3 | 0 | 5 | 12 |
| Handicapped Worker Accomodation | 0.0 | 0.0 | 0.0 | 25.0 | 33.3 | 0.0 | 22.2 | |
| | 0 | 0 | 0 | 1 | 9 | 0 | 10 | 8 |
| Business Travel Expenses | 50.0 | 0.0 | 100 | 50.0 | 66.7 | 0.0 | 63.0 | |
| | 6 | 0 | 1 | 2 | 18 | 0 | 27 | 1 |
| Profit Sharing | 16.7 | 0.0 | 0.0 | 25.0 | 11.1 | 0.0 | 13.3 | |
| | 2 | 0 | 0 | 1 | 3 | 0 | 6 | 11 |
| Stock Options | 0.0 | 0.0 | 0.0 | 0.0 | 7.4 | 0.0 | 4.4 | |
| | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 20 |
| Tuition Aid During School Periods | 16.7 | 0.0 | 0.0 | 0.0 | 3.7 | 0.0 | 6.7 | |
| | 2 | 0 | 0 | 0 | 1 | 0 | 3 | 19 |
| Travel Expenses to/from Job Location | 16.7 | 0.0 | 0.0 | 25.0 | 33.3 | 0.0 | 26.7 | |
| | 2 | 0 | 0 | 1 | 9 | 0 | 12 | 6 |
| Interview Travel Expenses for out-of-town Co-op Students | 33.3 | 0.0 | 0.0 | 50.0 | 51.9 | 0.0 | 44.4 | |
| | 4 | 0 | 0 | 2 | 14 | 0 | 20 | 2 |
| | 12 | 0 | 1 | 4 | 27 | 1 | 45 | |

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

# OHIO

## 1990 MONTHLY COOPERATIVE EDUCATION STUDENT EMPLOYEE SALARIES

### BACHELORS DEGREE LEVEL

| Curriculum | Average Monthly 1st Salary | Median | | Average Monthly Final Salary | Median | | Average* Monthly Salary Paid to New Grad | Median | |
|---|---|---|---|---|---|---|---|---|---|
| **Business** | | | | | | | | | |
| All Business | $1268 | $1220 | (110) | $1536 | $1522 | (98) | $2063 | $2065 | (107) |
| Accounting | 1238 | 1225 | (29) | 1489 | 1466 | (25) | 2049 | 2070 | (29) |
| Banking & Finance | 1232 | 1150 | (17) | 1431 | 1462 | (16) | 2010 | 2033 | (14) |
| Management | 1231 | 1208 | (20) | 1527 | 1516 | (17) | 1982 | 1980 | (19) |
| Management Info. Sys. | 1391 | 1331 | (25) | 1719 | 1670 | (23) | 2223 | 2288 | (21) |
| Marketing | 1217 | 1139 | (19) | 1463 | 1466 | (17) | 2037 | 1949 | (24) |
| **Humanities & Social Sci.** | | | | | | | | | |
| All H & SS | 963 | 1036 | (5) | 1185 | 1192 | (5) | 1613 | 1624 | (5) |
| Humanities | 1118 | 1118 | (2) | 1166 | 1166 | (2) | 1435 | 1435 | (2) |
| Social Sciences | 859 | 982 | (3) | 1198 | 1210 | (3) | 1732 | 1750 | (3) |
| **Sciences** | | | | | | | | | |
| All Sciences | 1352 | 1364 | (45) | 1707 | 1716 | (45) | 2322 | 2283 | (41) |
| Agriculture | - | - | (0) | - | - | (0) | - | - | (0) |
| Biological | 1089 | 1089 | (1) | 1296 | 1296 | (1) | - | - | (0) |
| Computer Science | 1377 | 1382 | (28) | 1680 | 1680 | (28) | 2307 | 2250 | (24) |
| Chemistry | 1321 | 1320 | (7) | 1824 | 1820 | (7) | 2345 | 2362 | (8) |
| Mathematics | 1327 | 1357 | (6) | 1662 | 1704 | (6) | 2302 | 2250 | (7) |
| Physics | 1331 | 1407 | (3) | 1919 | 1974 | (3) | 2475 | 2475 | (2) |
| **Engineering** | | | | | | | | | |
| All Engineering | 1398 | 1385 | (194) | 1775 | 1765 | (185) | 2473 | 2493 | (159) |
| Chemical | 1530 | 1551 | (20) | 1989 | 2000 | (20) | 2780 | 2800 | (18) |
| Civil | 1334 | 1247 | (31) | 1706 | 1694 | (30) | 2274 | 2279 | (25) |
| Elec., Electron. & Comp. Engineering | 1471 | 1462 | (44) | 1829 | 1834 | (41) | 2546 | 2565 | (36) |
| Industrial | 1428 | 1450 | (21) | 1814 | 1823 | (22) | 2557 | 2600 | (18) |
| Mechanical | 1383 | 1376 | (56) | 1764 | 1718 | (51) | 2509 | 2548 | (43) |
| Engineering Technology | 1232 | 1238 | (22) | 1549 | 1557 | (21) | 2145 | 2125 | (19) |
| **Other** | | | | | | | | | |
| Architecture | 1067 | 1075 | (13) | 1327 | 1385 | (13) | 1803 | 1666 | (11) |
| Economics | 1272 | 1272 | (2) | 1436 | 1436 | (2) | 1884 | 1884 | (2) |
| Nursing & Allied Health | 1257 | 1257 | (1) | 1516 | 1516 | (1) | 1980 | 1980 | (1) |
| Criminal Justice | 1080 | 1075 | (4) | 1116 | 1120 | (4) | 1701 | 1700 | (4) |

* Where prior work experience is not a consideration

**Arrangement of Data**

| Mean | Median | (# of Employer Responses) | |
|---|---|---|---|
| $ 1268 | $1220 | (110) | 50th Percentile |

# OHIO
# 1990
## BACHELORS DEGREE LEVEL STUDENTS

Benefits Provided to Cooperative Education Student Employees by Employers

| Percentage and Number of Employers Offering Each Benefit | Business | Humanities | Social Sciences | Sciences | Engineering | Others** | All Bachelors | Rank Order |
|---|---|---|---|---|---|---|---|---|
| Life Insurance | 31.7% | 50.0% | 0.0% | 25.7% | 26.3% | 4.8% | 25.5% | |
| | 19* | 1 | 0 | 9 | 25 | 1 | 55 | 7 |
| Medical Hospitalization Insurance | 33.3 | 50.0 | 0.0 | 28.6 | 27.4 | 14.3 | 27.7 | |
| | 20 | 1 | 0 | 10 | 26 | 3 | 60 | 6 |
| Dental Insurance | 18.3 | 0.0 | 0.0 | 8.6 | 16.8 | 9.5 | 14.8 | |
| | 11 | 0 | 0 | 3 | 16 | 2 | 32 | 13 |
| Vision Plan | 8.3 | 0.0 | 0.0 | 5.7 | 9.5 | 4.8 | 8.3 | |
| | 5 | 0 | 0 | 3 | 9 | 1 | 18 | 18 |
| Paid Vacation | 33.3 | 50.0 | 0.0 | 25.7 | 23.2 | 14.3 | 25.5 | |
| | 20 | 1 | 0 | 9 | 22 | 3 | 55 | 7 |
| Paid Sick Days | 38.3 | 50.0 | 0.0 | 40.0 | 43.1 | 52.4 | 41.7 | |
| | 23 | 1 | 0 | 14 | 41 | 11 | 90 | 4 |
| Retirement Credit | 30.0 | 50.0 | 0.0 | 37.1 | 30.5 | 9.5 | 29.2 | |
| | 18 | 1 | 0 | 13 | 29 | 2 | 63 | 5 |
| Seniority | 21.7 | 0.0 | 0.0 | 28.6 | 24.2 | 4.8 | 21.8 | |
| | 13 | 0 | 0 | 10 | 23 | 1 | 47 | 16 |
| Longevity | 16.7 | 0.0 | 0.0 | 17.1 | 13.7 | 28.6 | 16.2 | |
| | 10 | 0 | 0 | 6 | 13 | 6 | 35 | 12 |
| Paid Holidays | 75.0 | 50.0 | 0.0 | 82.9 | 75.7 | 66.7 | 74.5 | |
| | 45 | 1 | 0 | 29 | 72 | 14 | 161 | 1 |
| Paid Days Off (Funeral, Personal, & Military) | 28.3 | 50.0 | 0.0 | 25.7 | 35.8 | 14.3 | 14.4 | |
| | 17 | 1 | 0 | 9 | 34 | 3 | 31 | 15 |
| Subsidized Housing and/or Meals | 6.7 | 0.0 | 0.0 | 11.4 | 9.5 | 4.8 | 8.3 | |
| | 4 | 0 | 0 | 4 | 9 | 1 | 18 | 18 |
| Products/Services Discount | 21.7 | 50.0 | 0.0 | 25.7 | 14.7 | 4.8 | 17.6 | |
| | 13 | 1 | 0 | 9 | 14 | 1 | 38 | 11 |
| Handicapped Worker Accomodation | 25.0 | 0.0 | 0.0 | 37.1 | 23.2 | 14.3 | 24.5 | |
| | 15 | 0 | 0 | 13 | 22 | 3 | 53 | 9 |
| Business Travel Expenses | 63.3 | 50.0 | 0.0 | 77.1 | 61.1 | 61.9 | 63.4 | |
| | 38 | 1 | 0 | 27 | 58 | 13 | 137 | 2 |
| Profit Sharing | 18.3 | 0.0 | 0.0 | 20.0 | 13.7 | 4.8 | 14.8 | |
| | 11 | 0 | 0 | 7 | 13 | 1 | 32 | 13 |
| Stock Options | 3.3 | 0.0 | 0.0 | 8.6 | 1.1 | 0.0 | 2.8 | |
| | 2 | 0 | 0 | 3 | 1 | 0 | 6 | 20 |
| Tuition Aid During School Periods | 13.3 | 0.0 | 0.0 | 8.6 | 11.6 | 4.8 | 10.6 | |
| | 8 | 0 | 0 | 3 | 11 | 1 | 23 | 17 |
| Travel Expenses to/from Job Location | 18.3 | 0.0 | 0.0 | 25.7 | 22.1 | 9.5 | 19.9 | |
| | 11 | 0 | 0 | 9 | 21 | 2 | 43 | 10 |
| Interview Travel Expenses for out-of-town Co-op Students | 43.3 | 0.0 | 0.0 | 60.0 | 39.3 | 14.3 | 42.1 | |
| | 26 | 0 | 0 | 21 | 41 | 3 | 91 | 3 |
| | 60 | 2 | 3 | 35 | 95 | 21 | 216 | |

* Number of useable employer responses

** Others include: Architecture, Economics, Nursing and Allied Health Profession, Criminal Justice and Law Enforcement

**1990**

## ADDITIONAL BENEFITS PROVIDED TO COOPERATIVE EDUCATION STUDENTS

In addition to the twenty benefits which were previously listed and which were pre-printed on the survey questionnaire, respondents were provided an option to list additional benefits which they provide to their cooperative education students. Eight and one-half percent or twenty-nine of the 552 useable surveys contained eighteen of these additional benefits. They are tabulated separately since it is felt that many employers may have responded more frequently to pre-printed, recognizable benefits than may have responded to the category of "other benefits." These eighteen additional benefits will be studied for the possible inclusion of some of them in future surveys as "most often provided" benefits. Six benefits listed in this manner from previous surveys are now included in the questionnaire.

| Benefit Description | Rank Order | % of Respondents Who Listed this Benefit |
|---|---|---|
| Overtime Pay | 1 | 2.2% |
| Long Term Disability Program | 1 | 2.2 |
| Retirement/401K Plan | 2 | 1.4 |
| Tuition Aid During Work Periods | 2 | 1.4 |
| Personal Accident Insurance | 3 | 0.9 |
| Paid Co-op Fees | 4 | 0.7 |
| Flexible/Matching Savings Plan | 5 | 0.5 |
| Suggestion Plan | 5 | 0.5 |
| Travel Insurance | 6 | 0.4 |
| Health Club/Exercise Facilities | 6 | 0.4 |
| Workers Comp. Insurance | 6 | 0.4 |
| Free/Subsidized Parking | 6 | 0.4 |
| Flex Time | 7 | 0.2 |
| Safety Equipment | 7 | 0.2 |
| Prescription Card | 7 | 0.2 |
| Paid Study Time & Materials | 7 | 0.2 |
| Hearing Aids | 7 | 0.2 |
| Bonus | 7 | 0.2 |

# COOPERATIVE EDUCATION COLLEGES AND UNIVERSITIES WHO DISTRIBUTED THE SURVEY QUESTIONNAIRE TO THE EMPLOYEES OF THEIR STUDENTS

## ILLINOIS

Triton College
University of Illinois at Chicago
Elgin Community College
School of the Art Institute of Chicago
College of Lake County
Truman College
Bradley University
Illinois State University
DuPage College
Sangamon State University
University of Illinois at Chicago - Engineering
Greenville College
University of Illinois - Engineering
Southern Illinois University
Northern Illinois University
Northwestern University
Columbia College
University of Illinois - School of Chem. Sci.

## INDIANA

Ivy Tech - Indianapolis
Tri-State University
Indiana State University
Valparaiso University
Indiana University Southeast
Ball State University
Ivy Tech - Sellersburgh
University of Southern Indiana
University of Evansville
Indiana University
Purdue University
Calumet College
Marion College

## IOWA

University of Iowa
St. Ambrose College
University of Northern Iowa
Clinton Community College
Scott Community College
Muscatine Community College
Kirkwood Community College
Clarke College
Marycrest College
North Iowa Area Community College

## KENTUCKY

Lexington Community College
Prestonburg Community College
Madisonville Community College
Eastern Kentucky University
Jefferson Community College at SW
Kentucky State
Maysville Community College
Thomas More College
University of Louisville
Western Kentucky University
University of Kentucky
Northern Kentucky University
Henderson Community College
J.B. Speed Scientific School
Murray State University

## MICHIGAN

Henry Ford Community College
Wayne State University
University of Detroit
University of Michigan - Dearborn
Eastern Michigan University
Macomb Community College
Kalamazoo Valley Community College
GMI, Engineering & Management Inst.
Baker Jr. College of Business
Bay De Noc Community College
Detroit College of Business
Saginaw Valley State University
Ferris State University
University of Michigan - Flint
Oakland University

## MINNESOTA

University of Minn. - Elec. Enggr.
Gustavus Adolphus College
Concordia College
Augsburg College
University of Minn. - College of Agri.
Lakewood Community College
College of St. Thomas
Normandale Community College
Saint Mary's College
University of Minn. - Waseca
University of Minn. - Mech. Enggr.

## MISSOURI

Fontbonne College
Maryville College
Missouri Valley College
Northeast Missouri State University
Rockhurst College
Southwest Missouri State University
St. Louis Community College
University of Missouri at Rolla
Washington University

## OHIO

University of Akron
Ohio State University
University of Cincinnati
University of Cinn. - College of Applied Science
Cleveland State University
Capital University
Blackburn College
Stark Technical College
Cincinnati Technical College
College of Mt. St. Joseph
University of Dayton
Wright State University
Bowling Green State University
Cuyahoga Community College
John Carroll University

## WISCONSIN

University of Wisconsin
Marquette University
University of Wisconsin - Milwaukee
University of Wisconsin - LaCrosse
Milwaukee Area Technical College
University of Wisconsin - Platteville
Moraine Park Technical Institute
Waukensha County Technical Institute
St. Norbert College
University of Wisconsin - Stout
University of Wisconsin - River Falls
University of Wisconsin - Whitewater
University of Wisconsin - Oshkosh

# END

## U.S. Dept. of Education

Office of Educational
Research and Improvement (OERI)

# ERIC

## Date Filmed
## September 24, 1991